Impact Report 2025 | Good by Design

WILLIAMS-SONOMA, INC.

PUBLISHED JULY 2026

WILLIAMS SONOMA | WILLIAMS SONOMA HOME | POTTERY BARN | POTTERY BARN KIDS | POTTERY BARN TEEN | WEST ELM | MARK & GRAHAM | REJUVENATION | GREENROW

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WEST ELM X PIERCE & WARD COLLABORATION

A LETTER FROM OUR CEO

In 2025, we delivered sustainable, profitable growth and achieved ambitious company-wide goals.

Quality is a core value of our company, and it shapes how we approach sustainability. Embedded across our global operations, this commitment to excellence drives us to set and achieve ambitious company-wide goals. In 2025, we met and exceeded key milestones across environmental sustainability and worker wellbeing:

- We exceeded our goal and have paid $14.7M in Fair Trade Premiums since 2021.
- We surpassed our goal to invest $50M in Nest Certified Ethically Handcrafted products by $25M.
- Our retail stores exceeded their goal to divert 75% of waste from landfills, reaching 77%.

While we are proud of this progress, we know there is more to do as we work toward and beyond our ambitious 2030 goals. Our commitment to quality extends beyond our own operations to the long-term relationships we build with suppliers, partners, and third-party certifiers.

This year, we celebrated 11 years of partnership with Fair Trade USA™ and Nest, 19 years working with the Forest Stewardship Council, and 21 years of support for St. Jude Children's Research Hospital.®

These enduring relationships reflect our company's strength and consistency. By delivering excellence across our teams, programs, and products, we continue to protect brand equity, strengthen our competitive advantages, and drive sustainable growth.

LAURA ALBER, PRESIDENT & CEO
Williams-Sonoma, Inc.

This report contains forward-looking statements, including statements about goals, targets, commitments, strategies, and expected progress. See `Forward-Looking Statements' in the Appendix.


POTTERY BARN WOOD FURNITURE

STRATEGY

At Williams-Sonoma, Inc. (WSI) we strive to bring long-lasting, quality furnishings to customers in a way that benefits people, the planet, and our business. Our focus on sustainable products that are designed and built for durability and longevity adds value to our business and is a competitive advantage.

Our three pillars of Planet, People, and Purpose are the cornerstones of our work. Within these pillars, we identify impact areas and set ambitious goals that our family of brands plays an active role in achieving. These practices are relevant to our business, essential to our associates, and important to our customers.

In-house design, quality, and our digital-first—not digital-only—strategy are our key differentiators. They set us apart and orient us toward the future.

RELEVANT TOPICS

We are committed to transparency about our impact initiatives, measuring performance and communicating progress annually in our Impact Report. Our programming and disclosures address the topics that are most relevant to our business and our efforts to foster long-term, steady growth for our company, and drive value for our stockholders. In addition, with respect to impact reporting, we use the standard that is appropriate for the particular reporting framework, whether voluntary or required by law or regulation.

CUSTOMER-FIRST FOCUS

We are here to serve our customers—without them, nothing else matters. We collect customer feedback annually, and we know that our social and environmental programs play an important role when choosing where to shop. We design many of our products for longevity and durability and maintain programs intended to support responsible manufacturing practices.

REPORT SCOPE

The data in this report is based on activities carried out during fiscal year 2025 (02/03/2025-02/01/2026). We consider the impact of our global operations and value chain in the scope of this report.

This report is informed by the Sustainability Accounting Standards Board (SASB) Standard for Multiline and Specialty Retailers & Distributors (version 2023-12) and Task Force on Climate-Related Financial Disclosures (TCFD).

Governance of Impact Initiatives

We review sustainability programs with our Board of Directors (Board) regularly and publish updates in our annual Impact Report.

BOARD OVERSIGHT

Together with our Board, our Nominations, Corporate Governance and Social Responsibility Committee oversees our efforts relating to sustainability initiatives.

IMPACT MANAGEMENT

Our Executive Vice President of Sourcing, Quality Assurance and Sustainable Development presents to the Nominations, Corporate Governance and Social Responsibility Committee periodically to review existing and proposed strategy, goals and targets.

IMPACT EXECUTION

Our cross-functional Impact Leadership Working Group helps drive the integration of WSI's impact strategy across the business.

Our Goals

MONITOR ON TRACK ACHIEVED

PILLAR	GOAL	TARGET YEAR	FY25	STATUS
PLANET	75% of waste diverted from landfills	2025	69%	
PLANET	Carbon neutral in Williams-Sonoma, Inc. operations: Scope 1 & 2*	2025	0 remaining metric tons to decrease	
PEOPLE	Additional $10M paid in Fair Trade Premiums	2025	$14.7M	
PEOPLE	$50M invested in Nest Certified Ethically Handcrafted products	2025	$75M	
PLANET	50% absolute reduction Scope 1 & 2 for Science-Based Target**	2030	34% reduction	****
PLANET	14% absolute reduction Scope 3 for Science-Based Target**	2030	28% reduction	****
PEOPLE	75% of products with worker wellbeing programs***	2030	68%	
PURPOSE	75% of products represent one or more of our sustainability initiatives***	2030	60%	

*Carbon offset purchases covered 100% of 2025 emissions **Science-Based Targets set from 2019 baseline. Our Science-Based Target Scope 3 goal includes three categories: Purchased Goods & Services, Downstream Transportation, and Use of Sold Products. ***Excludes domestic and international drop-ship products. ****As of publication date of this report, July 2026.

HIGHLIGHTS & ACCOLADES

We achieved many of our goals and received national recognition for our leadership.

Ranked a

Top Scorer

SUSTAINABLE FURNISHINGS COUNCIL'S WOOD FURNITURE SCORECARD 2025

Included in

Newsweek

AMERICA'S MOST RESPONSIBLE COMPANIES 2025

Included in

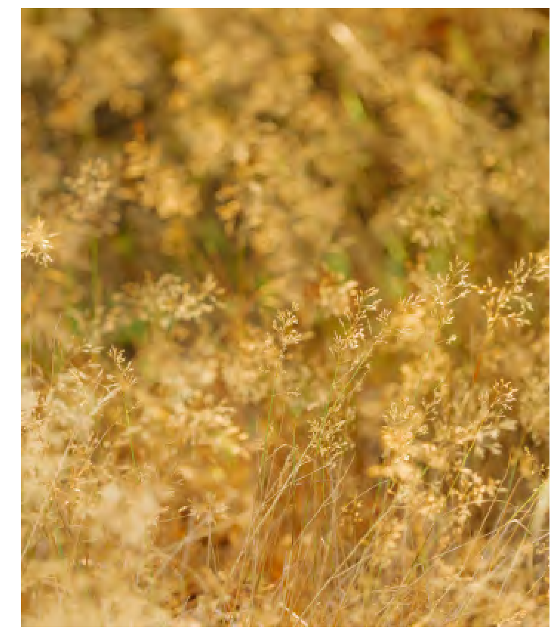
Barron's

100 MOST SUSTAINABLE U.S. COMPANIES 2025

Exceeded goal of

$50M

IN NEST CERTIFIED ETHICALLY HANDCRAFTED PRODUCTS WITH $75M PAID FROM 2021-2025



Exceeded goal of

$10M

IN FAIR TRADE PREMIUMS WITH $14.7M PAID FROM 2021-2025

Included in

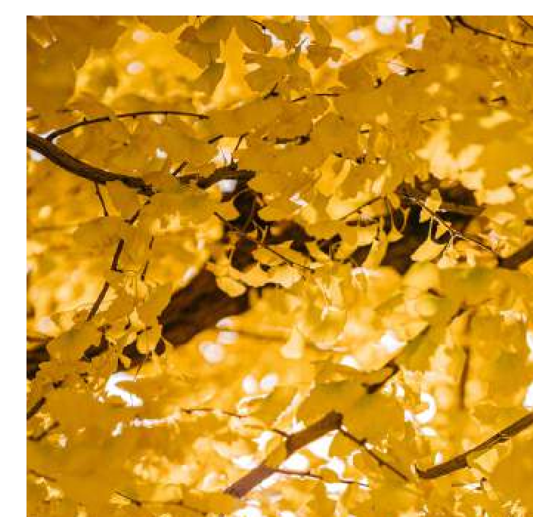
Newsweek

AMERICA'S GREENEST COMPANIES 2025

Reached over

75%

LANDFILL DIVERSION IN OUR RETAIL STORES IN 2025



PLANET

NATURE & RESPONSIBLE SOURCING

From water and forests to biodiversity and natural ecosystems, responsible stewardship of natural resources is essential across our value chain. We are committed to protecting and restoring nature through responsible sourcing practices, supplier engagement, and strategic partnerships. By working with suppliers, nonprofit organizations, and local communities, we aim to reduce environmental impacts, strengthen ecosystem resilience, and support the long-term sustainability of the resources our business depends on.

WATER STEWARDSHIP

From growing raw materials, to product manufacturing processes, to customer product care, water is a vital resource in our business. Across our value chain, WSI strives to efficiently utilize and reduce our impact on water resources.

In 2025, we launched our supplier water stewardship policy and programming. This policy articulates WSI's commitment to water stewardship programs that preserve and protect resources across our operations and value chain. We created educational resources to support our suppliers on their stewardship journey.

With an initial focus on engaging suppliers in priority water basins in India, we launched a regional water stewardship program. We worked with suppliers to understand their current practices and identify opportunities for water stewardship interventions, both at the factory level and in water basins in local communities.

We also support water.org and their mission to ensure access to clean water and sanitation. Our donation supports initiatives in India, specifically in the regions where our suppliers and workers are located. As the program grows, we will continue to deepen our engagement in priority water basins.

FORESTS

We recognize that forests and natural ecosystems are vital for maintaining biodiversity, regulating the climate, and supporting the livelihoods of millions of people.

As a participant in WWF's Forests Forward corporate engagement program, we support impactful nature-based solutions in our value chain. One such project that we support restores areas of native forest in the Central Annamites to reduce landslide risk and improve habitat quality for the endangered Asian elephant. The region has been impacted by habitat loss, deforestation, and unsustainable plantation practices. Our support of the efforts to help protect diverse ecosystems works in tandem with our responsible forest management practices.


CENTRAL ANNAMITES, VIETNAM

PRODUCT SPOTLIGHT

West Elm Miles Collection

Made from kiln-dried, sustainably sourced wood, this furniture collection was crafted in a Fair Trade Certified™ facility.

RAW MATERIALS

Visibility to the origin of the raw materials used in our priority designs helps us assess whether they are sourced responsibly, using ethical labor practices, forest stewardship, and traceability from source to product.

TRACEABILITY

Traceability allows us to substantiate sustainability claims. To assess and address social and environmental risk in our supply chains, we are focused on materials used in the greatest volumes across our products: cotton and wood.

In 2025, we developed and launched an in-house traceability solution to map raw material supply chains and collect supporting supplier data. For many years, we've required suppliers to participate in fiber and wood surveys. While our suppliers have provided chain-of-custody documentation that meets our sourcing standards, additional data enables us to visualize our global supply chains, informing future sourcing decisions and mitigating risk.

RESPONSIBLE WOOD

In 2025, we integrated an enhanced wood due diligence framework into our traceability system, outlining procedures to assess risks like deforestation and illegal harvesting, and implementing mitigation for high-risk woods.

We work closely with our suppliers to increase supply chain transparency and strive to achieve deforestation-free sourcing. These procedures are reflected in our revised Responsible Wood Sourcing Policy and accompanying wood standard.

Across WSI, we continue to increase wood sourced from Forest Stewardship Council® certified (FSC-N002185), third-party certified, recycled, or rediscovered sources.

RESPONSIBLE COTTON

For cotton textiles, we have adopted advanced isotope DNA testing to confirm traceability to the country of origin for fabrics from high-risk countries.

We are also leveraging third party certifications that include a traceability aspect, such as the Global Organic Textile Standard (GOTS), Recycled Content Standard (RCS), and Better Cotton Initiative's (BCI™) Physical BCI Cotton.

TOP SCORER

In 2025, WSI was named a Top Scorer by the Sustainable Furnishings Council Wood Furniture Scorecard.

ENERGY & EMISSIONS

To help secure cleaner air and healthier ecosystems for future generations, we are working to reduce greenhouse gas (GHG) emissions across our business.* Guided by our 2030 Science-Based Target, we are focused on improving energy efficiency and expanding renewable energy use across our operations. As the renewable energy landscape evolves, we are pursuing multiple pathways to reduce emissions and remain agile in our approach while continuing to make progress toward our goals.

GREEN POWER

Increasing renewable energy adoption across our operations remains a key priority as we work toward our 2030 Science-Based Target. Green power—electricity generated from renewable sources—is a critical lever in WSI's emissions reduction strategy. We continue to explore opportunities to expand green power contracts across our energy portfolio.

52

Buildings across WSI operations, including our San Francisco headquarters, utilized green power in 2025.

SOLAR POWER & POWER PURCHASE AGREEMENTS

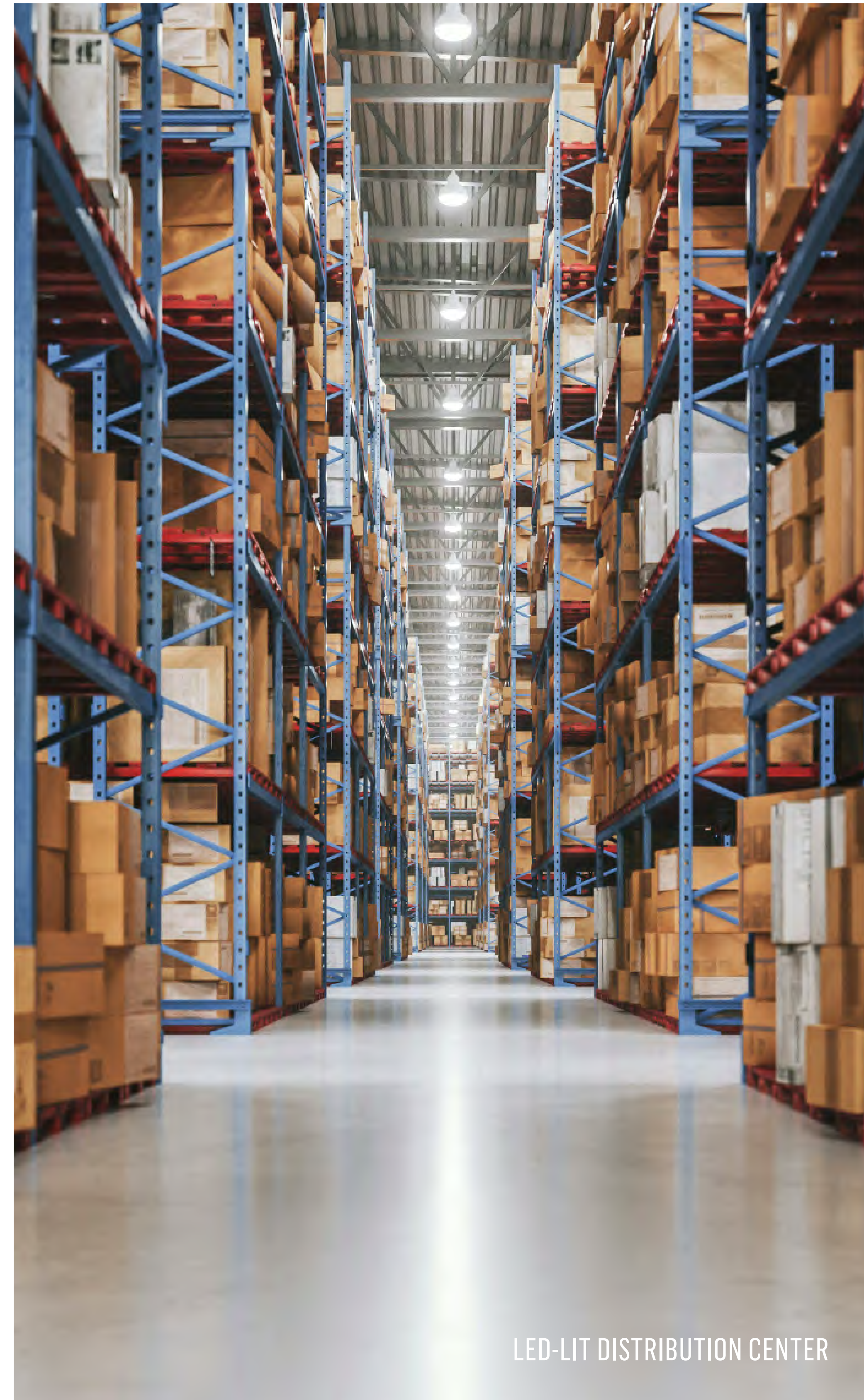
Solar power and power purchase agreements are additional strategies we use to reduce emissions. Long-term renewable energy agreements enable WSI to maintain emissions reductions across our operations each year.

TRANSPORTATION

Within our transportation operations, we shifted a portion of shipments from trucking to rail, reducing emissions and improving fuel efficiency. We are also exploring opportunities to adopt electric trucking where feasible.

CARBON NEUTRALITY

In 2025, we achieved our carbon neutrality goal across WSI operations. Our strategy prioritized emissions reduction in our operations, supplemented by carbon offset projects. This year, we purchased carbon credits from Patch. Further details on our carbon credit strategy can be found in the Appendix.** As we achieved this goal, we are shifting our focus to achieving our 2030 Science-Based Target.



LED-LIT DISTRIBUTION CENTER

RETAIL STORE & DISTRIBUTION CENTER SPOTLIGHT

Energy Efficiency

In 2025, 19 retail stores underwent lighting retrofits. Additionally, new or recently remodeled retail stores use energy efficient LED lighting technology from the start. Opportunities for energy efficiency are top of mind and our new construction is built with energy-efficient LED technology.

***Deloitte & Touche LLP provided limited assurance over our Fiscal Year 2025 Statement of Greenhouse Gas Emissions. Their assurance statement is available in our Appendix.**

****For our California AB 1305 disclosure, including information about the methodology, verification, interim progress measurement, and our voluntary carbon offsets associated, please see our Appendix.**

SUPPLIER SPOTLIGHT

Partnering on Climate Progress

In partnership with our suppliers, we've focused on reducing GHG emissions across our value chain. In 2022, we launched 'Supplier Climate Modules' within our supplier engagement programs, helping suppliers to track emissions, set reduction targets, and implement reduction efforts—from implementing energy efficiency programs to adopting renewable energy.

2022
LAUNCHED
Supplier climate modules

2023
ENGAGED
38 suppliers representing highest manufacturing GHG emissions

2025
ADDED
38 additional suppliers

2025
96%
of suppliers in the program have set GHG emissions reduction goals

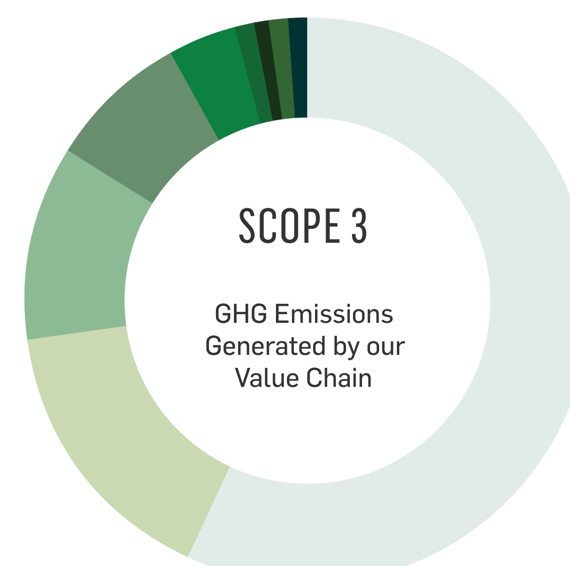
WEST ELM CERAMICS, VIETNAM

SUPPLIER ENGAGEMENT

The majority of our GHG emissions are generated by our value chain, and our long-term supplier relationships are key to emissions reduction. As our supplier engagement programs have expanded, we conducted a gap assessment of environmental practices and compliance. In response to this assessment, we developed an implementation guide to help suppliers navigate WSI's environmental expectations and adopt best practices, including regulatory compliance and alignment with our sustainability strategy. In 2025, we launched our supplier audit protocol with new environmental compliance sections and more detailed insights into factory performance and improvement areas.

SUPPLIER CLIMATE MODULES

We launched a supplier climate module to address Scope 3 emissions and support progress toward our 2030 Science-Based Target while strengthening our supply chain. The modules initially focused on suppliers with the highest GHG emissions. Through trainings, tools, and guidance, we helped suppliers identify renewable energy and energy efficiency opportunities. Our suppliers are now implementing reduction initiatives, including renewable energy adoption, efficiency upgrades, and cleaner fuel transitions. Many suppliers are advancing efficiency measures such as energy monitoring systems, equipment upgrades, and LED lighting.



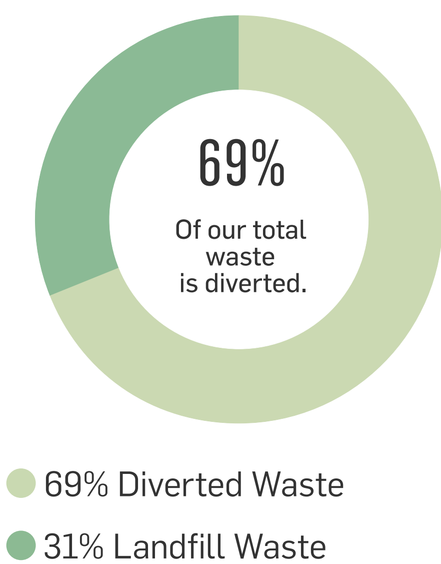
SCOPE 3 EMISSIONS All relevant Scope 3 categories were assessed and defined according to the GHG Protocol. Categories excluded from reporting due to lack of significance to the business include: Upstream Leased Assets, Downstream Leased Assets, Processing of Sold Product and Investments. Verification of Scope 3 emissions has been conducted by Optera. The full report can be found in our Appendix.

WASTE & LANDFILL DIVERSION

Waste reduction conserves resources, keeps materials out of landfills, and improves efficiency across our business operations.

We set out to achieve a 75% landfill diversion rate by 2025, targeting waste reduction at our corporate offices, distribution centers, and retail stores. Our retail stores exceeded the goal, while our overall company including corporate offices and distribution centers reached a diversion rate of 69%.

TOTAL WASTE & LANDFILL DIVERSION RATES



RETAIL STORE LANDFILL DIVERSION

Our retail stores demonstrated outstanding progress in 2025, increasing their diversion rate 21% over the prior year and exceeding the 75% diversion rate goal.

Retail leaders pursued continuous improvement by evaluating their waste stream to identify new solutions. A recent shift away from foam shipping containers for food products is one such example.

PACKAGING

We are committed to using protective packaging as a way to reduce product damages, while also reducing unnecessary packaging volume and adopting lower-impact materials.

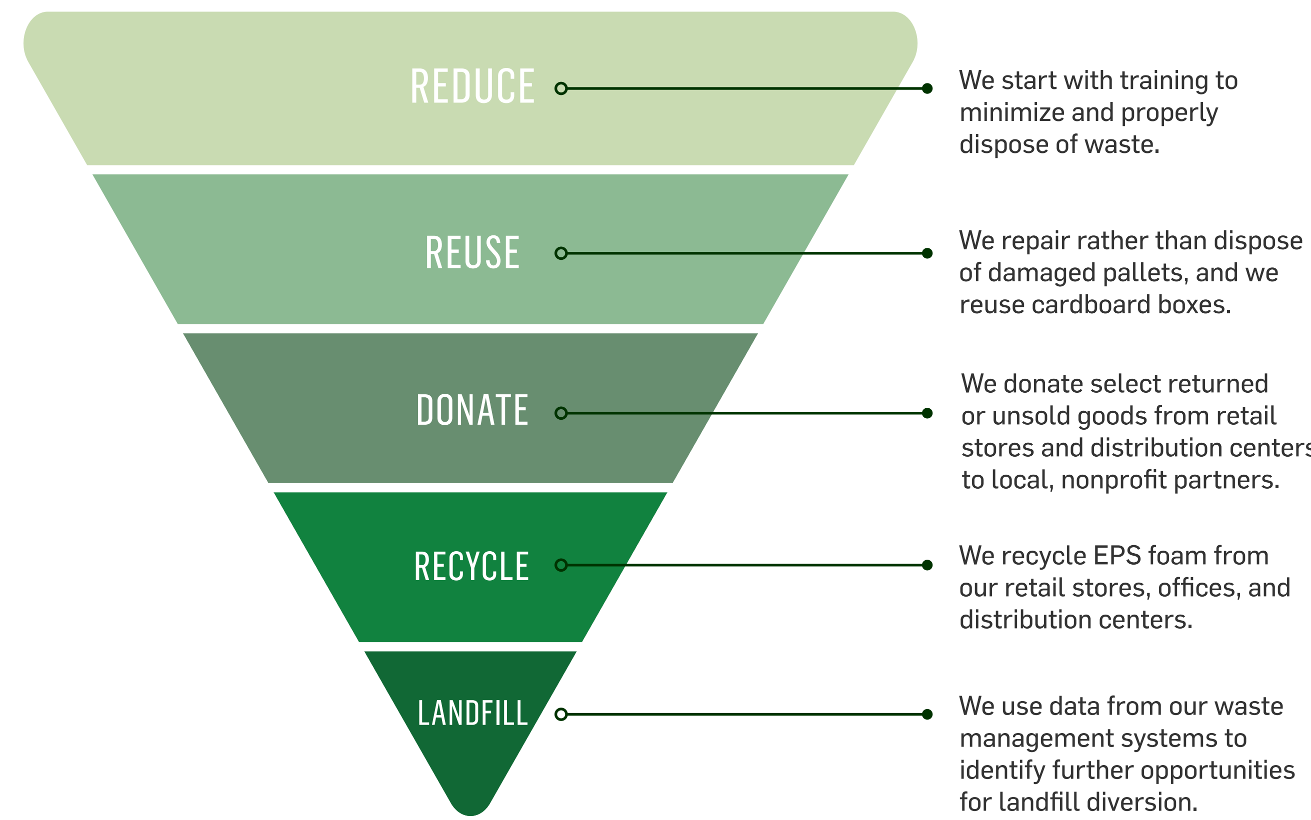
In 2025, we developed a protective packaging roadmap, focusing on three pillars: material innovation, responsible material sourcing, and design optimization.

We're exploring the use of alternative packaging materials, such as paper shipping bags as an alternative to polyester bags. We will continue to explore other innovative packaging solutions in the future. We also significantly reduced product returns and damages in 2025, which positively impacted our landfill diversion efforts.

OUR LANDFILL DIVERSION STRATEGY

Reduce, Reuse, Donate & Recycle

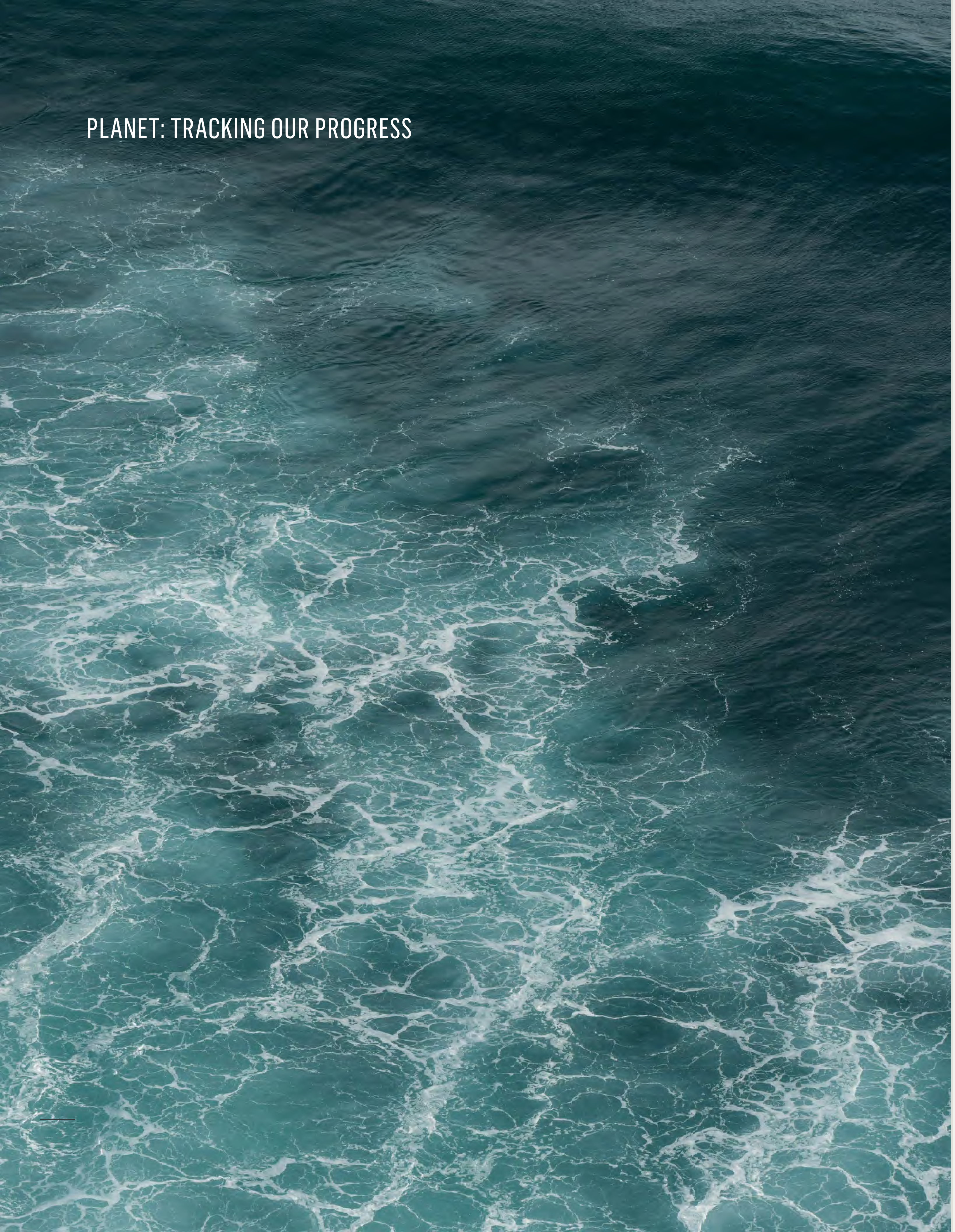
To meet our landfill diversion goal, we established a robust, cross-functional framework for waste reduction that we've used to guide our efforts to date and will continue to use in the future. First, we're focused on reducing waste through operational training. Next, we implemented reuse and repair, and we donated unsold products. Lastly, we recycle where possible to minimize the remaining waste sent to landfill. As we move beyond our 2025 goal, we remain committed to minimizing waste across our operations.



SPOTLIGHT ON RECYCLING

We collect expanded polystyrene (EPS) foam from our retail stores and corporate offices, transporting it to our distribution centers to send out for recycling. Additional programs including mattress and scrap metal recycling create value from waste.

PLANET: TRACKING OUR PROGRESS



2025 PLANET SCORECARD

Landfill Diversion

75% OF WASTE DIVERTED FROM LANDFILLS BY 2025*

In 2025, we demonstrated significant improvement in our year-to-year diversion. We remain committed to minimizing waste beyond 2025.

2019 **2025**

69%

69% reached, **6%** remaining

GHG Emissions Reduction (Scope 1 & 2)

50% ABSOLUTE REDUCTION SCOPE 1 & 2 SCIENCE-BASED TARGET BY 2030**

Our targeted strategy of renewable energy adoption and energy efficiency is driving progress to our goal.

2019 **2030**

34%

34% reduced, **16%** remaining

GHG Emissions Reduction (Scope 3)

14% ABSOLUTE REDUCTION SCOPE 3 SCIENCE-BASED TARGET BY 2030

Our Scope 3 goal includes three categories: Purchased Goods & Services, Downstream Transportation, and Use of Sold Products. Emissions reductions were driven by multiple factors including macroeconomic conditions and ongoing supplier engagement.

2019 **2030**

28%

28% reduced, **0%** remaining

*We refined our calculation methodology in 2025 and integrated more granular metrics after auditing waste streams.

****Deloitte & Touche LLP provided limited assurance over our Fiscal Year 2025 Statement of Greenhouse Gas Emissions. Their assurance statement is available in our Appendix.**

PEOPLE

ETHICAL PRODUCTION

Through our social compliance program, we help suppliers uphold safe and fair manufacturing processes for workers in their factories. We expect suppliers to comply with the labor, health, safety, and environmental practices outlined in our social compliance program, and we use onboarding, risk assessment, audits, and corrective action processes to support these expectations.

In 2025, evolving global trade regulations led us to explore new markets. As our business continues to shift, we are creating strategies and resources to quickly and effectively implement social compliance programs in new markets.

ASSESSING RISK

We leverage various tools to assess human rights and labor risks. The risk tool analyzes geographic risk alongside factory audit performance to create a detailed picture of human rights and labor risks for specific markets.

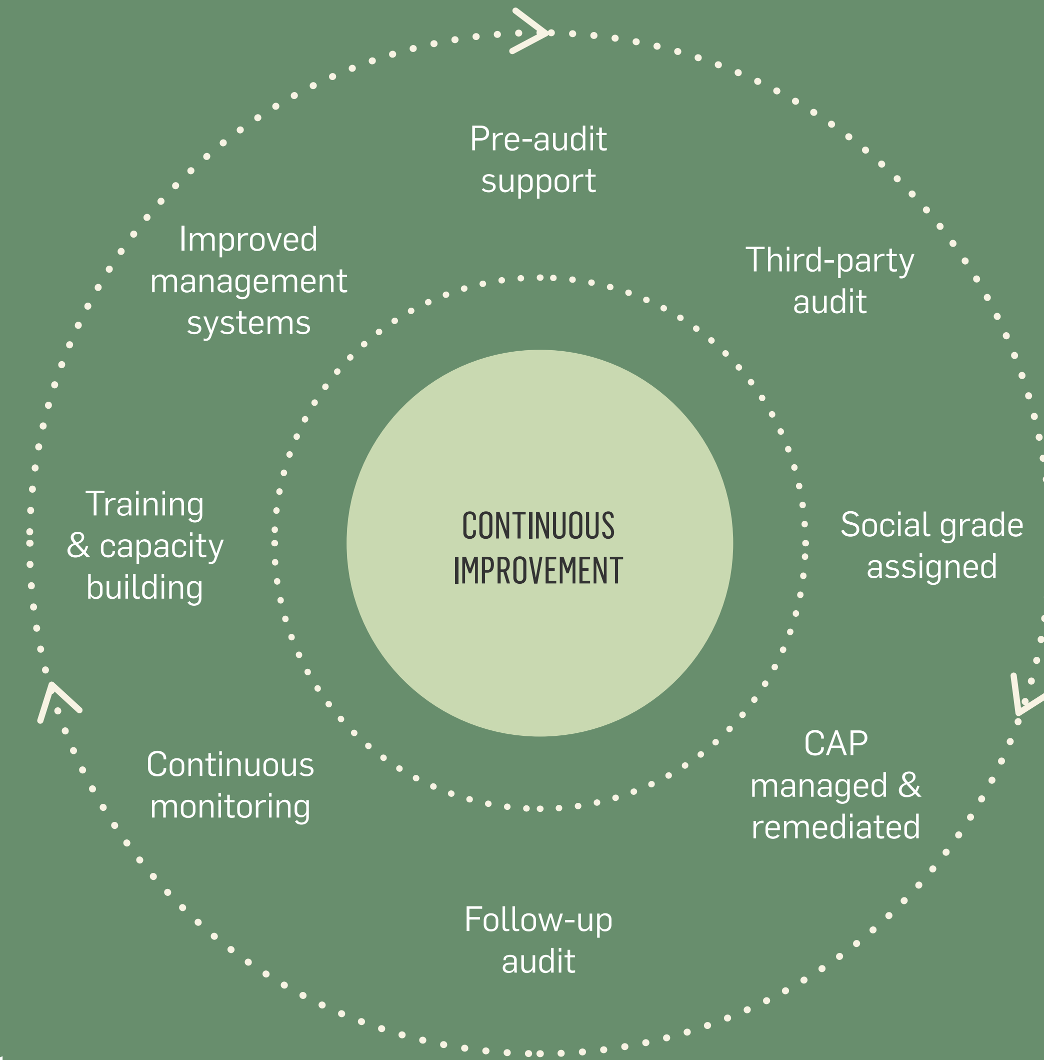
Some issues are more prevalent in individual countries or specific product categories, and our proactive and data-driven approach to assessing risk informs targeted remediation strategies that we use across our full supply chain.

SOCIAL COMPLIANCE AUDIT PROTOCOL

We supplement our risk assessment process with a social compliance audit protocol, which measures factory understanding of WSI requirements and documents point-in-time supplier compliance. We conduct audits for Tier 1 supplier factories located in high- and medium-risk countries and regions annually, based on internal criteria. Eligible factories may submit an audit equivalency report in lieu of a traditional audit.

In 2024, we launched a revised audit protocol to align with evolving best practices for human and labor rights, and strengthen social compliance and environmental accountability. In 2025, we prioritized data tracking and analysis to monitor the impact of the new audit requirements and identify trends in violations. We will use this data to inform our strategic roadmap and capacity building moving forward.

To remain abreast of new developments to protect workers, we leverage partnerships with industry peers and thought leaders including The Mekong Club and BSR Human Rights Working Group. Engagement with these initiatives helps us address evolving global issues while aligning our programs with industry leadership.



Audit Process

Audits are conducted by independent, third-party audit firms who are trained on WSI social compliance audit standards and protocols.

PRE-AUDIT

SCHEDULING & COMMUNICATION
WSI engages and educates vendors to prepare them for an annual audit.

AUDIT

CORRECTIVE ACTION PLANNING
Third-party auditors conduct a 2-day, on-site audit. Factory receives an A-D grade and a timebound Corrective Action Plan (CAP).

POST-AUDIT

CAP REMEDIATION & FOLLOW-UP
In-country Sustainability teams oversee remediation and follow-up audits within 3-6 months.

CERTIFICATION SPOTLIGHT

Fair Trade Certified

From coffee and food to textiles, furniture, rugs, and more, our customers can find Fair Trade Certified products across WSI brands.

FAIR TRADE CERTIFIED FACTORY, INDIA

WORKER WELLBEING

We offer worker wellbeing programs that go beyond social compliance. These programs aim to enhance the lives of workers in our supply chain by supporting ethical sourcing and fair wages, artisan production, compliance management, worker development, and personal health and empowerment.

By 2030, we aim for 75% of products* to have worker wellbeing programs and we're steadily increasing this figure.

FAIR TRADE CERTIFIED

In 2025, we celebrated an exciting milestone: We exceeded our goal to contribute an additional $10M in Fair Trade Premiums, reaching $14.7M. We set this goal with the intention of creating a lasting impact, and we continue to work with Fair Trade USA to certify new factories across our supply chain.

Fair Trade Certified factories are audited against rigorous social, economic, and environmental standards. For every product purchased from a Fair Trade Certified factory, a premium is paid that goes directly back to workers into a Community Development Fund. The factory workers then collectively decide how to spend the funds in ways that support worker wellbeing.

COMMUNITY DEVELOPMENT FUNDS IN ACTION

Workers have used Community Development Funds for a variety of projects, from distributing essential household appliances—such as refrigerators or washing machines—to providing bicycles to reduce commuting costs and improve physical wellbeing. Financial planning projects enable workers to save for expenses—such as home improvements, health expenses, and higher education—while financial literacy workshops enable individuals to secure a better future and break the cycle of financial insecurity.

2025 HIGHLIGHTS

49

Fair Trade Certified factories to date across our suppliers

6

Fair Trade Certified factories added in 2025

35,000+

Workers benefited from Community Development Funds (to date)

*Excludes domestic and international drop-ship products.

NEST'S ETHICAL HANDCRAFT PROGRAM

We advocate for the safety and protection of all workers. By partnering with Nest's Ethical Handcraft Program, we implement ethical compliance principles with workers that fall outside our factory audit scope—including workers at small workshops or home-based businesses.

Working in partnership with artisan makers, Nest's Ethical Handcraft Program establishes ethical compliance criteria for homeworkers. The consumer-facing Nest Seal indicates that a product has been assessed under Nest's Ethical Handcraft Program for criteria related to home and small-workshop production, including worker rights, health and safety, compensation, transparency, and environmental care.

The program stands apart for its commitment to cultural sensitivity, as well as risk mitigation and remediation approaches to address areas of concern, including: workers' rights; health and safety; child labor, advocacy, and protection; worker wellbeing; fair compensation and benefits; business transparency; and environmental care.

We partner with Nest in multiple markets. Their impact extends from skilled craft workers to the families they support, the communities they maintain, and the heritage craft traditions that they help to preserve and evolve.

EXCEEDING OUR GOAL

In 2021, we set a goal to purchase $50M in Nest Certified Ethically Handcrafted products by 2025. We are proud that in 2025, we far exceeded our goal.

2025 HIGHLIGHTS

11

Years of partnership between Nest and Williams-Sonoma, Inc.

$75M

In purchases of Nest Certified Ethically Handcrafted products from 2021 to 2025

2,650+

Artisans working at Nest certified sites around the world

HANDCRAFTED GLASS, INDIA

VISIONSPRING

Clear vision is not a luxury, but a tool for work, dignity, and economic independence. We partner with VisionSpring to provide free vision screenings for workers in our value chain who would otherwise have limited or no access to eye care. VisionSpring visits our factories and provides vision screenings for workers during a regular workday. Workers that need corrective eyeglasses receive them free of charge and often on the same day.

HOW IT WORKS

SET UP SCREENING
in factories to reach people where they work.

TEST SIGHT
and identify those with vision impairment.

DISPERSE
reading and common prescription lenses immediately to workers. Custom prescriptions are fulfilled in VisionSpring lens lab and returned to participants.

REFER
those with cataracts and other eye conditions to higher level care.

We continued to expand our outreach, conducting vision screenings in Cambodia for the first time. In 2025, we screened over 10,700 workers across India, Vietnam, and Cambodia. Of those workers, 52% received eyeglasses, which speaks to the scale of the need.

THE POWER OF CORRECTIVE LENSES

Blurry vision can threaten anyone whose vision affects their ability to earn a living. Access to corrective eyewear can allow workers to remain in the workforce longer, increasing their earning potential.

THE IMPORTANCE OF RE-SCREENING

While vision screenings most often support workers who have never had eyeglasses, eyesight can worsen over time. Re-screening helps ensure everyone has the correct prescription and supports workers as their eyes age. Regular eye screenings may also identify other eye conditions, in which case individuals are referred to specialists for additional care.

2025 MILESTONES

Workers Screened & Provided Eyewear

28
Factories in India, Vietnam, and Cambodia conducted VisionSpring screenings

52%
Of workers screened in 2025 required corrective eyeglasses

10,700+
Workers were screened in 2025

FAIR TRADE CERTIFIED FACTORY, INDIA

SCORE PROGRAMME

Health and safety emerged as a lower-performing topic in our social compliance program findings. In 2024, we piloted the Sustaining Competitive and Responsible Enterprises (SCORE) Programme, with a focus on the safety and health at work module.

The key intervention of the SCORE Programme is SCORE Training, which aims to improve productivity and working conditions. It combines classroom training and on-site consulting with industry experts that help to put the training into action in the workplace. SCORE Training serves as a capacity building tool, by helping suppliers address specific health and safety issues, with the goal of having long-lasting impact.

After successfully piloting Vietnam factory programs, we scaled the SCORE Programme in Vietnam and launched new trainings in Indonesia in 2025. We will continue to implement SCORE Training to target gaps in compliance, building better systems for suppliers to maintain high standards for health and safety.

RISE

We partner with RISE on their RISE Foundations program: a life skills development program that builds workers' confidence and capability and raises awareness on various health and financial literacy topics. RISE collaborates with workers and industry to accelerate opportunity for low-income workers, including improving financial inclusion and resilience.

Financial literacy promotes economic growth, empowering individuals to build a stronger financial future. By training and supporting workers to access and use financial products and services, the program helps to build their savings and capabilities.

IMPACT TO DATE

66

Vendor factories have participated in RISE programs to date

66,000+

Workers in our supply chain reached by RISE to date

VALUES & CULTURE

At Williams-Sonoma, Inc., we are committed to cultivating an environment that attracts and motivates talent and recognizes high performance.

Guided by our People First value, we strive to create a workplace where associates feel supported, empowered, and inspired to do their best work. We work to create high performing, innovative teams with a shared passion for driving successful results for associates, customers, and stockholders.

To continually improve the associate experience, we gather feedback throughout the year, including through surveys, and associates can also raise questions or concerns through our Human Resources open-door policy or an anonymous reporting hotline available in multiple languages and managed by an independent company.

TALENT DEVELOPMENT & CAREER MOBILITY

We develop talent at all levels of the Company by providing associates with new skills and training. We offer in-person and online courses, including goal-setting and leadership training, technical and core retail skills, and design. Our Advisor Program matches associates and leaders to provide associates with career guidance and support.

We also run an annual internship program, providing rich learning experiences and bringing in emerging talent. We ensure opportunities for advancement through a transparent job posting process, and all associates participate in annual reviews.

In 2025, we celebrated over 1,500 associates reaching service anniversary milestones, with over 500 reaching both 5 and 10 years. More than 200 associates celebrated a 20-40 year milestone.

COMPENSATION & BENEFITS

We offer a competitive total rewards package designed to put our associates' health and wellbeing, and that of their families, at the forefront. Depending on position and location, associates may be eligible for:

- 401(k) plan with Company matching and other investment opportunities
- Paid time off
- Health, dental & vision insurance
- Health & dependent care tax-free spending accounts
- Medical, family & bereavement leave
- Primary and secondary caregiver paid leave
- Tax-free commuter benefits
- Wellness & telehealth programs
- Associate merchandise discount
- Free mental health services
- Annual short-term incentive program
- Long-term equity awards
- Time off to volunteer
- Matching donations to qualifying nonprofit organizations

WILLIAMS-SONOMA, INC. OFFICES, SAN FRANCISCO

WELLBEING, HEALTH & SAFETY

We provide wellbeing programs with an emphasis on physical, mental, and financial health, and we strive to continuously improve our work environments to keep associates and customers as safe as possible.

Our efforts include:

- Incident and hazard reporting
- Standard operating procedures aimed at reducing the risk of injury
- Associate and management training
- Promotion of best practices
- Measurement of key safety metrics

We also have several systems for associates to report concerns confidentially or anonymously, and prohibit retaliation for reporting.

Good By Design
CHANGEMAKER

Changemaker Award

The WSI Changemaker Award recognizes associate teams and supplier partners for their commitment to environmental and social impact. We honor the individuals driving change across all aspects of WSI's business.

ASSOCIATE CHANGEMAKER

A cross-functional team within the Pottery Barn Kids brand received our 2025 Changemaker Award. The team noticed that returned strollers and car seats were headed to landfill and decided to create a solution. Partnering with GoodBuy Gear to refurbish and resell returned baby gear, the team saved thousands of items from going to landfill. Their work means that families have access to quality baby gear, while also reducing WSI's environmental footprint.

SUPPLIER CHANGEMAKER

Johnson Wood, a supplier located in Vietnam, was recognized as our 2025 Changemaker Award recipient for their holistic approach to sustainability. Johnson Wood is a leader in responsibly sourced wood, with many products made from FSC-certified wood. They also adopted multiple initiatives at the factory-level, from solar power to worker wellbeing programs like Fair Trade Certified, VisionSpring, and RISE.

CHANGEMAKER

Johnson Wood

Our 2025 Supplier Changemaker participates in worker wellbeing programs including Fair Trade Certified, VisionSpring, and RISE and leads in FSC-certified wood.

CHANGEMAKER

Pottery Barn Kids

Partnering with GoodBuy Gear to refurbish and resell returned baby gear, diverting it from landfills, a team within the Pottery Barn Kids brand is our 2025 Associate Changemaker.

PEOPLE: TRACKING OUR PROGRESS

FAIR TRADE CERTIFIED FACTORY, VIETNAM

2025 PEOPLE SCORECARD

Fair Trade Certified

ADDITIONAL $10M PAID IN FAIR TRADE PREMIUMS BY 2025

We exceeded our goal for Fair Trade Premiums, impacting the lives of thousands of workers in our supply chain.

2021 $10M 2025

$14.7M

$14.7M reached, **$0** remaining

Nest

$50M INVESTED IN NEST CERTIFIED ETHICALLY HANDCRAFTED PRODUCTS BY 2025

We exceeded our goal and are proud to offer Certified Ethically Handcrafted products to our customers.

2021 $50M 2025

$75M

$75M reached, **$0** remaining

Worker Wellbeing

75% OF PRODUCTS WITH WORKER WELLBEING PROGRAMS BY 2030*

We continue to expand worker wellbeing programs across markets to address the needs of our supplier base.

2021 2030

68%

68% reached, **7%** remaining

We partner with organizations that have a proven track record of positive impact, including Fair Trade USA, Nest, RISE, and VisionSpring.

*Excludes domestic and international drop-ship products.

SECTION 03

PURPOSE

BUSINESS ETHICS

We are committed to maintaining the highest level of integrity and honesty throughout our business.

Our Code of Business Conduct and Ethics outlines our standards for ethical business conduct.

All associates must read and acknowledge our Code of Business Conduct and Ethics during on-boarding and associates in certain functions and offices complete an annual questionnaire to reinforce understanding of the Code.

Our Vendor Code of Conduct similarly outlines our expectations of suppliers.

To anonymously report concerns or violations to either the Code of Business Conduct and Ethics or Vendor Code of Conduct, associates and individuals in our factories have access to a third-party-managed ethics hotline, among other platforms.

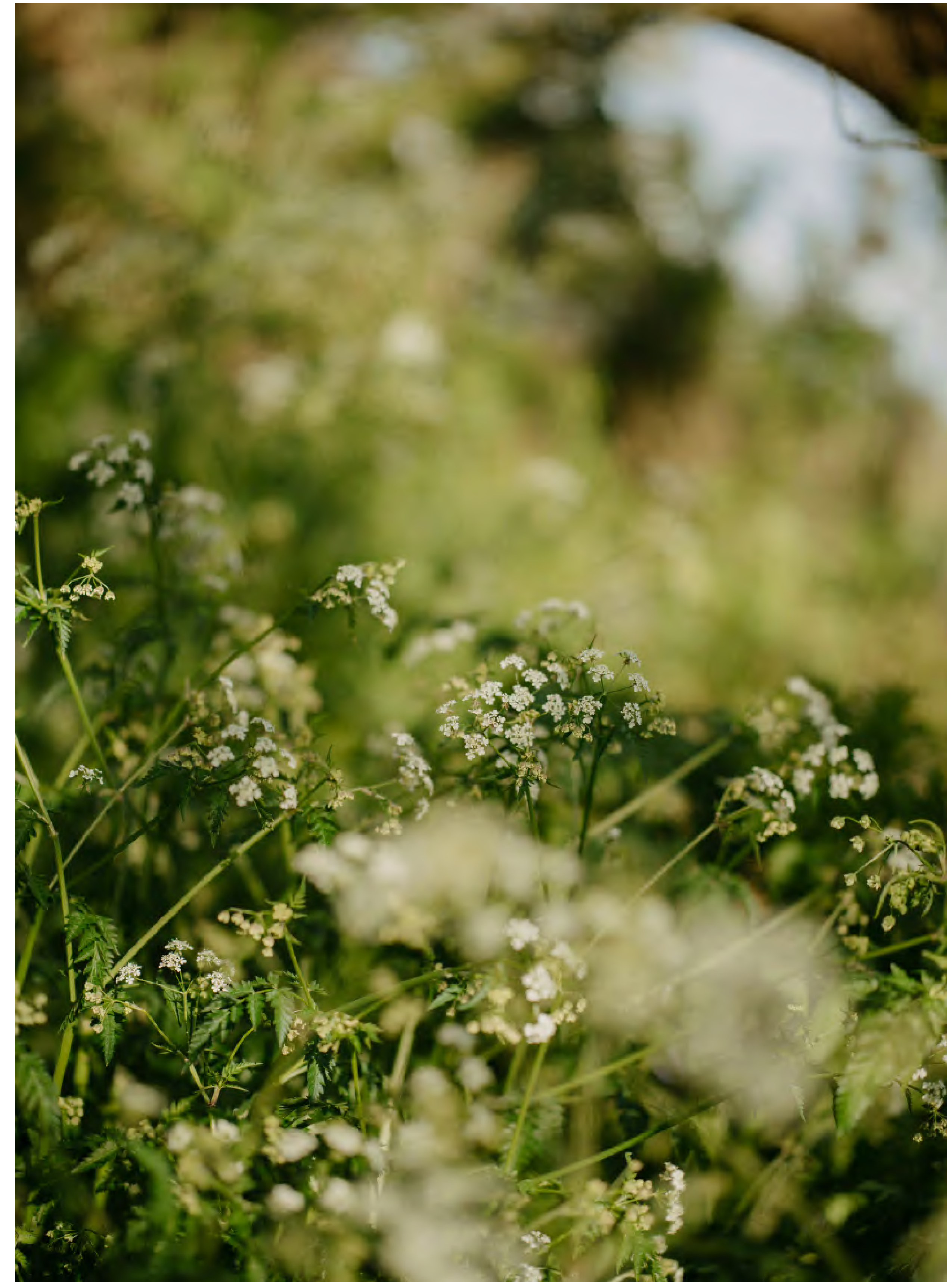
CONTRIBUTIONS

We are members of various trade associations, which provide us with access to valuable benefits, such as industry-specific knowledge and collaboration, networking opportunities for associates, educational resources, and policy advocacy efforts. WSI does not make any contributions to individual political candidates.

CYBERSECURITY & DATA PRIVACY

The home furnishings industry is shifting online, and we are dedicated to safeguarding our customers' personal information and managing cybersecurity risks. The Audit and Finance Committee of our Board oversees cybersecurity and data privacy matters. This committee receives quarterly updates from our Chief Information Security Officer and Chief Technology and Digital Officer. Cybersecurity risk management is also considered at least annually during separate Board meetings.

Our cybersecurity risk management approach includes: an enterprise risk management process, which includes cybersecurity risks and is periodically refreshed; system vulnerability scanning; cybersecurity training for associates; penetration testing, which simulates cyber threats; and third-party risk management for suppliers, vendors, and other partners, which includes risk-based diligence and contractual provisions that allow for periodic auditing. Periodically, we engage with assessors, consultants, and other third-parties to evaluate and test our systems. Additionally, we engage an independent Qualified Security Assessor to review our Payment Card Industry compliance.



OUR PRODUCT COMMITMENT

We offer high-quality pieces designed to last, and continue to expand our range of sustainable products. We work closely with our trusted suppliers to bring these products to market—from furniture made with sustainably harvested wood, to cotton grown using holistic farming practices that restore the land, to products crafted in factories that respect human rights.

DESIGNED TO LAST

From materials to construction, we design for durability and longevity. Our in-house teams consider quality and lifespan in every choice. Belgian linen softens with use and improves with age, while eight-way hand-tied springs—a traditional upholstery technique—ensure exceptional durability.

Designing for longevity helps customers enjoy products longer and reduce waste. We also continually refine our products, innovating to maximize their use. Our convertible cribs transition from crib to toddler bed, adapting to a child's changing needs. We also offer simple repair solutions, including replacement parts and touch-up paint, so customers can extend the life of their products.

PREMIUM MATERIALS

The Williams-Sonoma, Inc. family of brands is known for delivering refined design with quality and sustainability.

We craft our pieces using the finest materials. From full-grain leather and solid wood to performance fabrics designed for high-traffic living, our products are built to last and stand out.

QUALITY CRAFTSMANSHIP

We blend craftsmanship and function, offering customizable product, including lighting and upholstered furniture, at exceptional value and using materials like solid brass that age beautifully over time. We manufacture upholstered furniture and lighting at our facilities in Mississippi, North Carolina, and Oregon.

OUR PRODUCTS

140

In-house designers and artists creating innovative, market-leading product assortments

>90%

Proprietary products designed and sold exclusively through our brands

14

Sourcing offices overseeing manufacturing across 53 countries to ensure transparency, quality, and safety

REJUVENATION HAND-KNOTTED RUGS

SPOTLIGHT

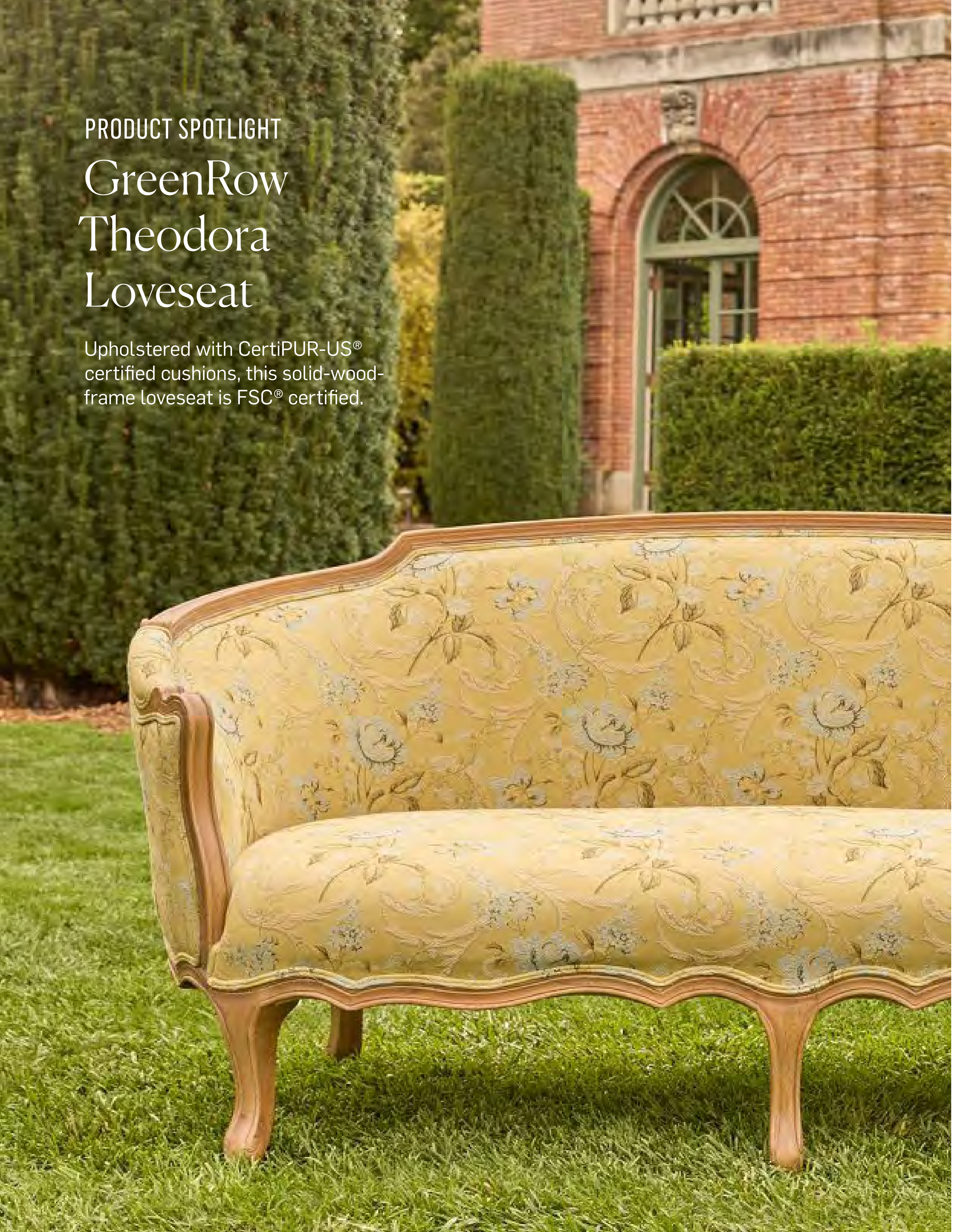
Our Commitment to Handcraft

From handwoven rugs to embroidered quilts, ceramics, woven baskets and more, we rely upon artisan traditions to create home furnishings unique to our business and industry.

To celebrate and preserve these handcraft traditions, we collaborated with Nest to create a handcraft validation program.

The new process validates a broad selection of handcrafted techniques, so products are accurately labeled with a "handcrafted" mark.

This new product label will allow customers to easily identify handcrafted products and support the preservation of artisan traditions.



PRODUCT SPOTLIGHT

GreenRow Theodora Loveseat

Upholstered with CertiPUR-US® certified cushions, this solid-wood-frame loveseat is FSC® certified.

PRODUCT QUALITY & SAFETY

We are committed to our signature product quality, and aim to ensure our products deliver on safety, durability, and performance. We engineer components to meet rigorous performance standards, and we comply with all national and state product safety and testing regulations.

To uphold these standards, we conduct thorough testing and inspections for safety and restricted substances—either in our in-country laboratories or through independent, third-party labs certified by the U.S. Consumer Product Safety Commission.

Our global network of product quality and assurance professionals works closely with suppliers to establish clear product requirements, develop testing protocols, and carry out routine inspections.

CERTIFICATIONS

Our customers value products with low chemical emissions. They want to be confident that human and environmental health are considered at each stage of production. That's why we carefully evaluate the chemicals and finishes used in our products and continue to expand our assortment of items certified to rigorous third-party standards.

In 2025, Pottery Barn Kids expanded its popular Modern Baby collection. Furniture in the collection is UL GREENGUARD Gold Certified. These low-emitting products are screened for more than 15,000 chemicals and volatile organic compounds, helping support cleaner indoor air and healthier home environments.

Other certifications provide an additional layer of assurance for our customers. For example, products with the OEKO-TEX® STANDARD 100 certification are tested against 1,000+ harmful substances, while certified organic labels such as the Organic Content Standard (OCS) verify organically grown content and track it from the farm to the final product. Certified organic cotton helps to reduce exposure to harmful pesticides, synthetic fertilizers, and hazardous processing chemicals, creating fabrics that are breathable and gentle on skin.

CERTIFICATIONS & STANDARDS

These organizations and certifications help to make our positive changes possible.

GRS

The Global Recycled Standard sets requirements for third-party certification of recycled content, chain of custody, social and environmental practices, and chemical restrictions.

OEKO-TEX®

STANDARD 100 certified products have been tested in an independent lab and verified to be safe from over 1,000 harmful substances.

RESPONSIBLE DOWN STANDARD

RDS down is strictly audited by an independent third party and meets animal welfare practices.

OCS

The Organic Content Standard verifies organic content and tracks it from the source to the final product.

RCS

The Recycled Claim Standard verifies recycled material and tracks it from the source to the final product.

Nest

The Nest Seal denotes products that have been certified to support fair wages and healthy working conditions in homes and small workshops.

TENCEL™

TENCEL™ Lyocell fibers are made from wood sourced from responsibly managed forests and produced using a resource-saving, closed loop production process.*

*Savings consider solvent recovery.

UL GREENGUARD

Products marked with this certification have been screened for harmful chemicals and VOCs, helping to contribute to cleaner indoor air quality.

BETTER COTTON INITIATIVE (BCI™)

The mission of Better Cotton Initiative (BCI™) is to help cotton communities survive and thrive, while protecting and restoring the environment.

RESPONSIBLE WOOL STANDARD

The RWS certifies animal welfare standards from the farm to the final product.

Fair Trade Certified

The Factory Production Standard requires that products are made in a fair and safe factory, and their purchase contributes to the livelihood of the workers and their communities.

FSC®

The Forest Stewardship Council® is our gold standard for certification of healthy forest management and responsibly sourced timber.

COMMUNITY GIVING

Community giving deepens our presence in the community, enhances our relationships with customers, and strengthens associate engagement and development. At WSI, we encourage our associates to use their time and talent to benefit those who need it most.

Eligible associates receive eight hours of community involvement time per year to volunteer with local causes. In 2025, associates contributed their time to several initiatives, including:

- Food donations
- Winter coat collections
- Toy drives
- Programs to support and strengthen local communities

ST. JUDE

We are proud to celebrate 21 years of partnership with St. Jude Children's Research Hospital®—a collaboration built on care, community, and hope. Our brands once again came together to make a difference through exclusive St. Jude collections. When customers shop one of these Gifts That Give Back, a portion of the proceeds are donated to support St. Jude's lifesaving treatments and research. These meaningful products not only make beautiful gifts—they help bring hope to children and families in need.

WSI FOUNDATION

In early 2025, major wildfires swept through Los Angeles County, causing unimaginable loss and destruction. The WSI Foundation provided financial assistance to associates directly impacted by the wildfires. Additionally, the WSI Foundation matched associate donations to established organizations supporting relief efforts on the ground.

NO KID HUNGRY

Our brands support No Kid Hungry's mission to address childhood hunger in the United States by helping schools serve breakfast, supporting summer meal programs, distributing supplies, and advocating for a brighter future.

Each year, the Williams Sonoma brand partners with chefs and celebrities to design a special collection of spatulas, with proceeds benefiting No Kid Hungry. These spatulas are not just any kitchen tool; they are tools for change. This money impacts children and families where our associates live and where our customers shop.

2025 MILESTONES

$78M

Raised for St. Jude Children's Research Hospital® to date

21 YEARS

Of partnership with St. Jude Children's Research Hospital®

PURPOSE: TRACKING OUR PROGRESS

Pottery Barn Kids Modern Baby Collection

In 2025, Pottery Barn Kids expanded its popular Modern Baby collection. Building on the brand's commitment to sustainability, furniture in the collection is UL GREENGUARD GOLD certified, contributing to healthier indoor air.

2025 PURPOSE SCORECARD

Products with Purpose

OUR GOAL IS FOR 75% OF OUR PRODUCTS TO REPRESENT ONE OR MORE OF OUR SUSTAINABILITY INITIATIVES*

Across our family of brands, 60% of our products represent one or more of our sustainability initiatives.

2021 **2030**

60%

60% reached, **15%** remaining

We carry thousands of third-party certified, responsibly sourced products across our family of brands. Our focus on sustainable products adds value to our business and is a competitive advantage.

DESIGNING FOR LONGEVITY

Quality products, crafted to last, make our customers' lives—and our business—better. To create the durable and long-lasting products that WSI brands are known for, our in-house design teams consider a product's quality and lifespan through material and construction choices.

Designing for longevity helps customers enjoy products longer and reduce waste. We also offer simple repair solutions, including replacement parts and touch-up paint, so customers can extend the life of their products.

*Excludes domestic and international drop-ship products.

Forward-Looking Statements

Certain statements in this report constitute "forward-looking statements." Forward-looking statements in this release are made pursuant to the safe harbor provisions of Section 21E of the Securities Exchange Act of 1934 and other federal securities laws.

These statements are based on management's current opinions, expectations, beliefs, plans, objectives, assumptions, or projections regarding future events or results, including, but not limited to, our impact commitments, strategies, and initiatives; our business plans and strategy; our products; our opportunities for growth; and our stakeholder engagement efforts.

These forward-looking statements are only predictions, not historical fact, and involve certain risks and uncertainties, as well as assumptions. Actual results, levels of activity, performance, achievements, and events could differ materially from those stated, anticipated, or implied by such forward-looking statements.

While we believe that such assumptions are reasonable, there are many risks and uncertainties that could cause actual results to differ materially from forward-looking statements, including the risks discussed in our filings with the Securities and Exchange Commission, including, but not limited to, our annual report on Form 10-K and quarterly reports on Form 10-Q. We undertake no obligation to update or revise any forward-looking statement contained in this report, except as otherwise required by law.

GHG Emissions

GHG EMISSIONS, GRAND TOTAL, METRIC TONS (MT)	FY25	FY24	YOY % Change
SCOPE 1 EMISSIONS	21,688	20,381	6%
SCOPE 2 EMISSIONS	36,303	43,240	-16%
SCOPE 1 & 2 EMISSIONS	57,991	63,621	-9%
SCOPE 1 & 2 EMISSIONS, FACILITY TYPE	**FY25**	**FY24**	
OFFICES	7,211	5,861	23%
DCS/HUBS	22,324	22,610	3%
RETAIL STORES	27,456	35,150	-22%
SCOPE 1 & 2 EMISSIONS, GEOGRAPHY	**FY25**	**FY24**	
AMERICAS	55,168	60,433	-9%
ASIA PACIFIC	2,726	3,132	-13%
EUROPE	97	56	73%

SCOPE 1-2 CALCULATION All entities in our direct operations are included. Total Scope 2 GHG Emissions disclosed are market-based. Further details can be found in our Fiscal Year 2025 Statement of Greenhouse Gas ("GHG") Emissions.

SCOPE 3 CALCULATION All relevant Scope 3 categories were assessed and defined according to the GHG Protocol. Categories excluded from reporting due to lack of significance to the business include: Upstream Leased Assets, Downstream Leased Assets, Processing of Sold Product and Investments. Our Scope 3 Science-Based Target progress is calculated using a 2019 baseline. In 2024, we refined our emissions calculation methodology and updated base year 2019 calculations which now has a baseline of 2,544,936 MT for Scope 3 categories Purchased Goods & Services, Downstream Transportation, and Use of Sold Products.

SCOPE 3 EMISSIONS, GRAND TOTAL, METRIC TONS (MT)	FY25	FY24	YOY % Change
SCOPE 3 EMISSIONS	2,415,911	2,583,125	-6%
SCOPE 3 EMISSIONS, EMISSION CATEGORY	**FY25**	**FY24**	
PURCHASED GOODS AND SERVICES	1,367,180	1,272,215	7%
CAPITAL GOODS	28,580	50,753	-44%
FUEL AND ENERGY EMISSIONS	11,360	17,647	-36%
UPSTREAM TRANSPORTATION	379,273	431,730	-12%
WASTE FROM OPERATIONS	19,973	26,642	-25%
BUSINESS TRAVEL	2,810	7,050	-60%
EMPLOYEE COMMUTING	27,482	32,452	-15%
DOWNSTREAM TRANSPORTATION	198,458	214,225	-7%
USE OF SOLD PRODUCT	269,832	379,842	-29%
PRODUCT END-OF-LIFE	106,472	144,668	-26%
FRANCHISE EMISSIONS	4,491	5,901	-24%

Carbon Intensity & Neutrality

CARBON INTENSITY	FY25	FY24	YOY % Change
CO_2e (kg)	58M	64M	-9%
REVENUE	$7.81B	$7.71B	1%
CARBON INTENSITY (kg/REVENUE)	0.0074	0.0083	-10%

CALCULATION & SCOPE CO_2e includes Scope 1 and 2 emissions.

CARBON NEUTRAL GOAL	FY25	FY24	YOY % Change
CO_2e (MT)	0 remaining metric tons	28,621 remaining metric tons	-100%

CALCULATION & SCOPE CO_2e includes Scope 1 and 2 emissions. Carbon offset purchases covered 100% of 2025 emissions.

Landfill Diversion

WASTE TONNAGE, GRAND TOTAL	FY25	FY24	YOY % Change
RECYCLING	57,878	58,376	**-1%**
LANDFILL	26,370	39,485	**-33%**
WASTE TOTAL	84,248	97,861	**-14%**
DIVERSION RATE	69%	60%	**9%**

WASTE TONNAGE, FACILITY TYPE

OFFICE TOTAL	FY25	FY24	YOY % Change
RECYCLING	437	455	**-4%**
LANDFILL	175	486	**-64%**
WASTE TOTAL	612	941	**-35%**
DIVERSION RATE	71%	48%	**23%**

CALCULATION & SCOPE Percent of recycled and composted volume diverted from landfill in tons. Scope includes distribution centers, in-sourced hubs, corporate offices and retail stores in North America.

WASTE TONNAGE, FACILITY TYPE

DISTRIBUTION CENTERS AND HUBS TOTAL	FY25	FY24	YOY % Change
RECYCLING	32,328	32,361	**0%**
LANDFILL	18,524	19,049	**-3%**
WASTE TOTAL	50,852	51,410	**-1%**
DIVERSION RATE	64%	63%	**1%**

RETAIL STORES TOTAL	FY25	FY24	YOY % Change
RECYCLING	25,113	25,560	**-2%**
LANDFILL	7,671	19,950	**-62%**
WASTE TOTAL	32,784	45,510	**-28%**
DIVERSION RATE	77%	56%	**21%**

Fair Trade Certified, Nest's Ethical Handcraft Program & Giving

FAIR TRADE CERTIFIED	FY25	FY24	Cumulative since 2021
FAIR TRADE PREMIUMS PAID SINCE 2021*	$2.8M	$2.8M	**$14.7M**

NEST'S ETHICAL HANDCRAFT PROGRAM	FY25	FY24	Cumulative since 2021
TOTAL $ PURCHASES OF CERTIFIED ETHICALLY HANDCRAFTED PRODUCT**	$21.0M	$21.1M	**$75M**

GIVING	FY25	FY24	YOY % Change
TOTAL $ GIVEN & RAISED***	$12.8M	$21.2M	**-39%**

***CALCULATION & SCOPE** We've paid Fair Trade Premiums to our suppliers since 2014, paying over $7M in Premiums from 2014-2020. We announced a new goal in 2021 to pay an additional $10M in Fair Trade Premiums by 2025 and are measuring progress after 2021. To view premiums paid in prior years, see our 2020 Impact Report. ****CALCULATION & SCOPE** Cumulative total dollars paid in Nest Certified products across WSI since 2021.

*****CALCULATION & SCOPE** Contributions through fundraising for causes, miscellaneous community giving, associate donations, disaster relief grants, product proceeds, matching gifts and in-kind donations.

SASB Multi-line and Specialty Retailers & Distributors

SASB STANDARDS
Now part of IFRS Foundation

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE	REFERENCE
Energy Management in Retail & Distribution	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	CG-MR-130a. 1	(1) 889,513 GJ (2) 65% (3) 22%	Energy & Emissions
Data Security	Description of approach to identifying and addressing data security risks	CG-MR-230a. 1	As the consumer and our business continue to shift online, we are dedicated to safeguarding our customers' personal information and prioritizing cybersecurity. This commitment is reflected in our governance structure; our data security policies and procedures; and our systems to measure, monitor, and respond to data breaches and cyberattacks.	Business Ethics
	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of customers affected	CG-MR-230a. 2	We use a series of technologies and practices to prevent data security breaches, and detect and respond to potential data security issues. Our WSI associates, as well as third parties who provide services on our behalf, are required by policy, practice, and contract, if applicable, to treat customer information with care. Our policies and standards are reinforced by training and engagement to ensure that the privacy and security of our customers is central. WSI makes information security disclosures and notifies data subjects in accordance with the SEC's Commission Statement and Guidance on Public Company Cybersecurity Disclosures and other applicable laws.	

SASB Multi-line and Specialty Retailers & Distributors

SASB STANDARDS
Now part of IFRS Foundation

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE	REFERENCE
Labor Practices	(1) Average hourly wage and (2) percentage of in-store and distribution center employees earning minimum wage, by region	CG-MR-310a. 1	At Williams-Sonoma, Inc., we are committed to cultivating an environment that attracts, motivates, and recognizes high performance.	Associates
	(1) Voluntary and (2) involuntary turnover rate for in-store and distribution center employees	CG-MR-310a. 2	The key to our success as a company is our associates, and we strive to attract, develop, and retain the best talent in Retail. We actively track and report on labor practices, including involuntary and voluntary turnover, internally on a regular basis.	
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	CG-MR-310a. 3	We are committed to providing a safe and healthy work environment for our associates, visitors, suppliers, and contractors, and upholding equal opportunities for employment. We comply with applicable laws regarding wages, benefits, and hours worked. Consistent with applicable laws, we recognize the rights of workers to make an informed decision as to whether to associate or not with any lawful organization.	

SASB Multi-line and Specialty Retailers & Distributors

SASB STANDARDS
Now part of IFRS Foundation

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE	REFERENCE
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental or social sustainability standards	CG-MR-410a. 1	As of year-end 2025, 60% of our products represented one or more of our sustainability initiatives. Excludes domestic and international drop-ship products.	Product Quality & Safety
	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	CG-MR-410a. 2	All of the products we sell are required to meet national and state laws for restricted substances and emissions, and we invest in meeting and exceeding these standards throughout the WSI value chain—from design to production to testing. Our global team of product quality professionals support our global sourcing offices and suppliers, setting clear standards around restricted substances and emissions. Our network of quality assurance professionals and on-the-ground experts work directly with our suppliers to establish clear product reviews, develop testing protocols, and implement routine inspections.	
	Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a. 3	We are committed to using protective packaging as a way to reduce product damages, while also reducing unnecessary packaging volume and adopting lower-impact materials. In 2025, we developed a protective packaging roadmap, focusing on three pillars: material innovation, responsible material sourcing, and design optimization.	
Facilities	Number of: (1) retail locations (2) distribution centers	CG-MR-000.a	(1) 506 retail stores* (2) Distribution and manufacturing facilities in 13 states and countries* *In fiscal year 2025.	Not applicable.
Square Footage	Total area of: (1) retail space (2) distribution centers	CG-MR-000.b	(1) 5,762,000 sq. feet (2) 14,177,000 sq. feet* *Includes distribution and manufacturing facilities.	Not applicable.

Task Force on Climate-Related Financial Disclosures

TCFD

GOVERNANCE: DISCLOSE THE ORGANIZATION'S GOVERNANCE AROUND CLIMATE-RELATED RISKS AND OPPORTUNITIES.

a) Describe the Board's oversight of climate-related risks and opportunities.	The Nominations, Corporate Governance and Social Responsibility Committee (the "Committee") of the Company's Board of Directors oversees sustainability matters, including climate-related issues. The Committee is comprised of three directors who monitor the Company's sustainability policies and advise on policies and strategies that inform our social and environmental impact and risk profile. The Committee engages regularly with management on climate-related issues; for example, reviewing and approving updates to WSI's climate and sustainability strategy and policy disclosures, and receiving periodic updates on WSI's climate and environmental-related goals and programs. The Board of Directors' review of environmental and social topics is obtained through the updates it receives from the Committee. The Audit and Finance Committee, composed solely of directors who are independent in accordance with New York Stock Exchange listing standards, meets periodically with the Company's independent auditors, the Company's internal auditors, and management to advise the Board and management on policies and strategies pertinent to our Risk Management process.
b) Describe management's role in assessing and managing climate-related risks and opportunities.	The Executive Vice President of Sourcing, Quality Assurance, and Sustainable Development leads both the organization's sustainability team as well as a working group of cross-functional leaders. Together, they determine strategies, policies, and goals related to sustainability and regularly report to and seek input from the Committee on those matters, including climate-related issues. Climate-related issues are assessed in a variety of ways, from tracking and reporting on GHG emissions in our operations and on our responsibly sourced material initiatives, to identifying and assessing climate-related supply chain risks. The dedicated sustainability team works across WSI to drive progress in shared goals. This team partners with in-country sourcing teams, brand design and merchants, packaging engineers, retail operations, human resources, and supply chain operations to set goals. Additionally, climate risk is integrated into our enterprise-wide Risk Management process.

Task Force on Climate-Related Financial Disclosures

TCFD

STRATEGY: DISCLOSE THE ACTUAL AND POTENTIAL IMPACTS OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON THE ORGANIZATION'S BUSINESSES, STRATEGY, AND FINANCIAL PLANNING WHERE SUCH INFORMATION IS MATERIAL.

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	We identified short, medium and long-term risks and opportunities related to climate. These include physical and transition risks, and opportunities for lower-emission sources of energy. Specific to climate-related risks and opportunities, a substantive financial or strategic impact is an impact in which our business, financial condition, or operating results could be harmed substantially, which could cause the market price of our stock to decline materially. This requires a year-over-year minimum impact which would be considered material to our financial statements taken as a whole. Climate-related risks and opportunities deemed substantive for the purposes of this Impact Report may not be considered substantive or material for SEC reporting purposes.
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	In setting a Science-Based Target across all three scopes, as well as a goal to be carbon neutral in our operations, climate change is considered in our business strategy. To achieve our Science-Based Target, we have implemented a multi-year renewable energy roadmap to reduce emissions in our operations. Progress towards the renewable energy roadmap is regularly reviewed by a cross-functional working group. For value chain emissions, we created a Preferred Materials Framework and Material Innovation Library to transition conventional materials to preferred alternatives. Creating products aligned with our Preferred Materials Framework is a key lever to reduce Scope 3 GHG emissions. We are also working in partnership with our suppliers on their decarbonization efforts.
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	We currently use qualitative climate risk scenario analysis.

Task Force on Climate-Related Financial Disclosures

RISK MANAGEMENT: DISCLOSE HOW THE ORGANIZATION IDENTIFIES, ASSESSES AND MANAGES CLIMATE-RELATED RISKS.

a) Describe the organization's processes for identifying and assessing climate-related risks.	Climate-related risks are included in our annual Risk Assessment process and reflect geopolitical and global forces, as well as company-specific considerations. We use an industry-standard, five-step integrated end-to-end process to identify progress in addressing specific risks. WSI's risk assessment process identifies risks most material to the business on an annual basis. This process involves steps to ensure input is collected from across the organization. Senior management across the Company provides input into which risks and opportunities could have a substantive financial or strategic impact on the business. In 2025, we defined this substantive impact as being approximately 5% of our earnings before income taxes, when such impact is measurable and can be quantified. Climate-related risks and opportunities deemed substantive for the purposes of this Impact Report may not be considered substantive or material for SEC reporting purposes. Further follow-up is done on our most significant risks as required. Short-, medium-, and long-term risks are included in the risk identification and management process.
b) Describe the organization's processes for managing climate-related risks.	From the risks identified using the Risk Assessment process as detailed above, key risk owners are identified and annual plans and goals to mitigate the risk. A discussion of these risk areas is addressed by our Board of Directors at least annually.
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Climate-related risks are included in our annual, multidisciplinary and company-wide Risk Assessment process.

Task Force on Climate-Related Financial Disclosures

METRICS AND TARGETS: DISCLOSE THE METRICS AND TARGETS USED TO ASSESS AND MANAGE RELEVANT CLIMATE-RELATED RISKS AND OPPORTUNITIES WHERE SUCH INFORMATION IS MATERIAL.

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	We track the following metrics to assess climate-related risks and opportunities in line with our strategy and risk management process: GHG emissions across our value chain, raw materials data for textile fibers and wood, and waste disposal.
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and the related risks.	2025 Impact Report: Appendix, GHG Emissions (Scope 1, 2, and 3 emissions)
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2025 Impact Report: Company-Wide Goals We set a 2030 Science-Based Target across Scope 1, 2 and 3, and a 2025 carbon neutral goal across our operations.

California AB 1305 Disclosures

BACKGROUND

Williams-Sonoma, Inc., (the “WSI”, “we”, or “us”) incorporated in 1973, is an omni-channel specialty retailer of high-quality products for the home. WSI is making the following disclosure solely for the purpose of compliance with Section 44475 et seq. of Division 26, Part 10 of the California Health and Safety Code, added by California Assembly Bill (AB) 1305 (the “Voluntary Carbon Market Disclosure Act” or “VCMDA”).

CARBON OFFSETS

We have purchased voluntary carbon offsets that will help achieve our carbon neutrality goals. The carbon offset purchases are described in the following table.

GREENHOUSE GAS EMISSIONS GOALS

In 2021, WSI set a long-term Science-Based Target ("SBT"), as well as a short-term carbon neutral goal. Our goals are:

- By fiscal year end 2025, reach carbon neutrality in WSI operations (Scope 1 and 2) (2019 baseline)
- By fiscal year end 2030, reduce absolute Scope 1 and 2 emissions 50% and Scope 3 emissions 14% (2019 baseline)

Our Scope 3 goal applies to three categories of emissions: Purchased Goods & Services, Downstream Transportation, and Use of Sold Products, which together represent ~80% of our Scope 3 baseline footprint. Our SBT is approved by the Science-Based Targets Initiative and aligns with the Paris Climate Agreement’s 2 degrees Celsius warming scenario.

WSI’s annual greenhouse gas emissions ("GHG") footprint is prepared in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Deloitte & Touche LLP performed a review on management’s assertion related to our Fiscal Year 2025 Statement of Greenhouse Gas Emissions for Scope 1 and 2. Their assurance statement is available in our Appendix. Deloitte & Touche LLP, an independent accountant, has reviewed, in accordance with attestation standards established by the American Institute of Certified Public Accountants, Williams-Sonoma, Inc.’s assertion that the disclosures in the Fiscal Year 2025 Statement of Greenhouse Gas Emissions for the fiscal year ended February 1, 2026 is presented in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), published by the World Business Council for Sustainable Development and the World Resources Institute, dated July 12, 2023 (“Report”). Such review was not performed to provide, and does not provide, any assurance or verification regarding any other claims or matters beyond those in our Report. Optera conducted a verification of fiscal year 2025 Scope 3 emissions. The verification statement can be found in the Appendix.

NOTE ABOUT FORWARD-LOOKING STATEMENTS

Certain statements in this disclosure constitute “forward-looking statements.” Forward-looking statements in this disclosure are made pursuant to the safe harbor provisions of Section 21E of the Securities Exchange Act of 1934 and other federal securities laws. These statements are based on management’s current opinions, expectations, beliefs, plans, objectives, assumptions, or projections regarding future events or results, including, but not limited to, our climate goals, plans and strategies for achieving such climate goals, our greenhouse gas emissions, and our use of carbon offsets. These forward-looking statements are only predictions, and are not historical fact, and involve certain risks and uncertainties, as well as assumptions. Actual results, levels of activity, performance, achievements, and events could differ materially from those stated, anticipated, or implied by such forward-looking statements. While we believe that our assumptions are reasonable, there are many risks and uncertainties that could cause actual results to differ materially from forward-looking statements, including the risks discussed in our U.S. Securities and Exchange Commission filings, including, but not limited to, our annual report on Form 10-K and quarterly reports on Form 10-Q. We undertake no obligation to update or revise any forward-looking statement contained therein, except as otherwise required by law.

California AB 1305 Disclosures

GREENHOUSE GAS EMISSIONS GOALS (CONTINUED)

CARBON NEUTRAL GOAL

To meet our carbon neutral goal by fiscal year end 2025, we strive to first reduce emissions (as outlined under the heading "Science-Based Target, Scope 1 and 2" below), followed by the purchase of carbon offsets to supplement our efforts.

We made our first purchases of credible carbon offsets in fiscal year 2023. These purchases offset 25% of Scope 1 and 2 GHG emissions for fiscal year 2023. Our roadmap scales purchases of carbon offsets through fiscal year-end 2025. In fiscal year 2024, our offset purchases covered 55% of the year's emissions. In fiscal year 2025, our offset purchases covered 100% of the year's emissions. Our GHG emissions also decreased over this period as a result of the GHG reduction measures described below.

We measure progress on our carbon neutral goal through the calculation of our Scope 1 and 2 emissions footprint at year-end, and the scaled purchase of carbon offsets. As of the end of fiscal year 2025, we achieved our carbon neutral goal.

SCIENCE-BASED TARGET, SCOPE 1 AND 2

To achieve our 2030 SBT, we created a 10-year roadmap outlining our strategy for emissions reduction. To date, emissions reduction in our operations (Scope 1 and 2) was achieved through renewable energy adoption and energy efficiency efforts. Our strategy for continued reduction in our operations includes multiple strategic levers: green power, power purchase agreements, solar energy, and lighting retrofits and efficiency.

- **Green power:** Green power, or electricity produced from renewable energy sources, is our primary lever for Scope 1 and 2 emissions reduction. Looking ahead, we will monitor the market for opportunities to incrementally add green power.
- **Power purchase agreements ("PPAs"):** We anticipate PPAs will represent a portion of our emissions reduction progress each year through 2030.
- **Solar power:** We anticipate that solar power will account for a portion of our emissions reduction progress each year through 2030.
- **Lighting retrofits and efficiency:** Lighting retrofits at both our retail stores and distribution centers, including relamping traditional fixtures with LED alternatives, will also account for a portion of our emissions reduction progress each year through 2030.

We measure progress on our goals through the calculation of our emissions footprint at year-end.

California AB 1305 Disclosures

GREENHOUSE GAS EMISSIONS GOALS (CONTINUED)

SCIENCE-BASED TARGET, SCOPE 3

We worked with a third-party consultant to calculate our SBT and Scope 3 emissions footprint annually.

We have a multi-pronged approach to reduce Scope 3 emissions, primarily focused on emissions from product production and materials.

Purchased Goods & Services (57% of fiscal year 2025 Scope 3 footprint):
- Supplier Engagement Strategy: We directly engaged with our highest emitting suppliers globally and requested factories set individual targets and implement emission reduction strategies. We have a roadmap for fiscal year 2025 and beyond, which includes a targeted minimum reduction to be achieved annually.
- Preferred Materials Strategy: We are working to shift our product assortment from conventional materials to lower-impact alternatives. We created a Preferred Materials Framework to inform our internal decision-making and guide the transition to lower-impact materials. Our material innovation library allows us to evaluate materials and provides a consistent way of defining, vetting, and sharing the raw materials we consider “preferred” for products. To drive progress across our portfolio of brands, our brand and merchant teams set brand-level goals for transitioning to more preferred materials. These brand-level goals provide a roadmap as brands make changes to the product assortment each year.

Downstream Transportation (8% of fiscal year 2025 Scope 3 footprint):
- We are exploring opportunities in our domestic fleet for more efficient and optimized product delivery, and electric vehicle adoption.

Use of Sold Products (11% of fiscal year 2025 Scope 3 footprint):
- We are working with suppliers and brand partners associated with highest product use emissions to offer more energy-efficient options for appliances and lighting.

We measure progress on our Scope 3 emissions reduction goal in the following ways:

Purchased Goods & Services:
- We measure progress on supplier emissions reduction through the annual collection of factory-level environmental data through the Higg Facility Environmental Module.
- We measure progress on adoption of preferred materials through mid-year and year-end share sessions, where each material’s percentage of the assortment is presented for each brand.

Downstream Transportation:
- We measure progress through the annual calculation of our Scope 3 emissions footprint.

Use of Sold Products:
- We measure progress through the annual calculation of our Scope 3 emissions footprint.

With respect to progress on our overall Scope 3 goal, we measure progress through the annual calculation of our Scope 3 emissions footprint, inclusive of the categories listed above.

California AB 1305 Disclosures

AB 1305

PROJECT IDENTIFICATION NUMBER	BUSINESS ENTITY SELLING THE OFFSET	OFFSET REGISTRY	PROJECT NAME AS LISTED IN THE REGISTRY	OFFSET PROJECT TYPE	A CARBON REMOVAL, AN AVOIDED EMISSION, OR A COMBINATION OF BOTH	SITE LOCATION	THE SPECIFIC PROTOCOL USED TO ESTIMATE EMISSIONS REDUCTIONS OR REMOVAL BENEFITS	WHETHER THERE IS INDEPENDENT THIRD-PARTY VERIFICATION OF COMPANY DATA AND CLAIMS LISTED
ACR617	Patch Technologies, Inc.	ACR	Anew - Tomah Highlands Forestry Project (Vintage 2020)	Improved Forest Management	Avoidance	Maine, United States	Improved Forest Management (IFM) on Non-Federal U.S. Forestlands | Version 1.3	TÜV SÜD America, Inc.
ACR617	Patch Technologies, Inc.	ACR	Anew - Tomah Highlands Forestry Project (Vintage 2021)	Improved Forest Management	Avoidance	Maine, United States	Improved Forest Management (IFM) on Non-Federal U.S. Forestlands | Version 1.3	TÜV SÜD America, Inc.
ACR617	Patch Technologies, Inc.	ACR	Anew - Tomah Highlands Forestry Project (Vintage 2022)	Improved Forest Management	Avoidance	Maine, United States	Improved Forest Management (IFM) on Non-Federal U.S. Forestlands | Version 1.3	TÜV SÜD America, Inc.
ACR1117	Patch Technologies, Inc.	ACR	Tradewater US - ODS - #9	Ozone-Depleting Substances Destruction	Avoidance	Ohio, United States	Destruction of Ozone Depleting Substances and High-GWP Foam | Version 2.0	Dillon Consulting Limited
VCS2478	Patch Technologies, Inc.	Verra	Reducing Gas Leakages within the Titas Gas Distribution Network in Bangladesh	Super Pollutants	Avoidance	Dhaka Division, Bangladesh	AM0023 | Version 4	TÜV SÜD South Asia Private Limited

California AB 1305 Disclosures

PROJECT IDENTIFICATION NUMBER	BUSINESS ENTITY SELLING THE OFFSET	OFFSET REGISTRY	PROJECT NAME AS LISTED IN THE REGISTRY	OFFSET PROJECT TYPE	A CARBON REMOVAL, AN AVOIDED EMISSION, OR A COMBINATION OF BOTH	SITE LOCATION	THE SPECIFIC PROTOCOL USED TO ESTIMATE EMISSIONS REDUCTIONS OR REMOVAL BENEFITS	WHETHER THERE IS INDEPENDENT THIRD-PARTY VERIFICATION OF COMPANY DATA AND CLAIMS LISTED
VCS2609	Patch Technologies, Inc.	Verra	Kuamut Improved Forest Management	Improved Forest Management	Removal	Sabah, Malaysia	VM0010 Methodology for Improved Forest Management: Conversion from Logged to Protected Forest | Version 1.4	Earthood Services Private Limited
VCS1477	Patch Technologies, Inc.	Verra	Katingan REDD+ Forest Protection	REDD+	Avoidance	Central Kalimantan, Indonesia	VM0007 REDD+ Methodology Framework (REDD-MF) | Version 1.5	SCS Global Services

Fiscal Year 2025 Statement of Greenhouse Gas (“GHG”) Emissions

Management’s Assertion

Management of Williams-Sonoma, Inc. (“WSI” or the “Company”) is responsible for the completeness, accuracy, and validity of the Company’s Fiscal Year 2025 Statement of Greenhouse Gas (“GHG”) Emissions (the “Statement”) for the fiscal year ended February 1, 2026. Management is also responsible for the collection, quantification, and presentation of the disclosures included in the Statement and for the selection of the criteria, which management believes provide an objective basis for measuring and reporting. Management of WSI asserts that the Company’s Fiscal Year 2025 Statement of GHG Emissions for the fiscal year ended February 1, 2026 is prepared in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (“GHG Protocol Corporate Standard”) published by the World Business Council for Sustainable Development and the World Resources Institute.

Measurement of certain amounts includes estimates and assumptions that are subject to inherent measurement uncertainty resulting, for example, from accuracy and precision of greenhouse gas emission factors or estimation methodologies used by management. The selection by management of different but acceptable measurement methods, input data, or assumptions may have resulted in materially different amounts or specified information being reported.

GHG Emission Type	2025 Metric Tonnes of CO_2e	2019 Baseline[1]
Total Scope 1 GHG Emissions	21,688	17,537
Total Scope 2 GHG Emissions (market-based)	36,303	70,415
Total Scope 2 GHG Emissions (location-based)	52,187	74,310
Total GHG Emissions (market-based)	57,991	87,952
Total GHG Emissions (location-based)	73,875	91,847

Company Background

Williams-Sonoma, Inc. (NYSE: WSM) is an omni-channel specialty retailer of high-quality products for the home, and the world’s largest digital-first, design-led and sustainable home retailer. Our products in our portfolio of nine brands — Williams Sonoma, Pottery Barn, Pottery Barn Kids, Pottery Barn Teen, West Elm, Williams Sonoma Home, Rejuvenation, Mark and Graham, and GreenRow — are marketed through e-commerce websites, direct-mail catalogs, and retail stores. Our three key differentiators - our in-house design, our digital-first, not digital-only channel strategy, and quality - have become increasingly relevant and set us apart from our competitors.

As of February 1, 2026, we operated 506 stores, which include 473 stores in 41 states, Washington, D.C. and Puerto Rico, 18 stores in Canada, 13 stores in Australia and 2 stores in the United Kingdom.

Basis for preparation and presentation

[1] This information was not subject to review by Deloitte & Touche LLP and, accordingly, Deloitte & Touche does not express a conclusion or any form of assurance on such information.

The Statement has been prepared based on the Company's financial reporting period of fiscal 2025, a 52-week year ended on February 1, 2026. The disclosures are prepared in accordance with the GHG Protocol Corporate Standard.

GHG reporting scope and boundary

The Fiscal Year 2025 Statement of GHG Emissions includes Scope 1 and 2 GHG emissions reported for operations with the organizational boundary described below.

- Scope 1 GHG emissions include direct emissions from fuel consumption of onsite fuel combustion and mobile fuel combustion from all owned and leased vehicles. WSI's primary onsite fuels are natural gas, propane, and diesel fuel, which are used for heating and backup power generation. WSI's inventory accounts for all fuels used by our corporate jet and our owned or leased vehicles at all our retail and non-retail locations. Refrigerants are also included and are estimated based on facility type.
- Scope 2 GHG emissions include indirect emissions from purchased electricity, chilled water, and steam. We include both location-based and market-based Scope 2 emissions. Scope 2 market-based emissions incorporate renewable energy certificates (RECs) that are retained by WSI from the purchase of wind, solar, and hydro energy. When calculating market-based emissions, a zero-emission factor is used if renewable energy contracts meet Scope 2 market-based criteria. Otherwise, we consider the next available emissions factors per the market-based emission factors hierarchy. CO_2 residual mix factors were used where available. Residual mix factors for CH_4 and N_2O were not available, so location-based factors were applied for these emissions. Residual mix factors were only applied for U.S. sites, other sites used location-based factors.

Total Scope 1 and 2 emissions are independent of any GHG trades such as sales, purchases, transfers, or banking of allowances.

WSI uses the operational control approach, as defined by the GHG Protocol Corporate Standard, to set organizational boundaries for the GHG inventory, including both corporate owned and leased facilities. Consistent with this approach, WSI is responsible for GHG emissions from locations (whether leased or owned) for which WSI has direct control over operations.

Greenhouse gases

Seven major greenhouse gases are covered under the Kyoto Protocol. Of these gases, the following four are included as part of this inventory: Carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbons (HFC). Sulfur hexafluoride (SF_6), perfluorocarbons (PFCs), and nitrogen trifluoride (NF_3) have been omitted from our reporting as they are not emitted as Scope 1 or Scope 2 emissions from WSI's operations. All GHG emissions figures are in metric tons of carbon dioxide equivalents (CO_2e).

Greenhouse Gases, Market-Based	**2025 Metric Tonnes**	**2025 Metric Tonnes CO_2e**
Carbon Dioxide (CO_2)	52,414	52,414
Methane (CH_4)	3	76
Nitrous Oxide (N_2O)	1	120

Hydrofluorocarbons (HFC)*	2	5,381
Total	52,420	57,991

*Hydrofluorocarbon 134a, 404a, and 410a

Greenhouse Gases, Location-Based	2025 Metric Tonnes	2025 Metric Tonnes CO_2e
Carbon Dioxide (CO_2)	68,237	68,237
Methane (CH_4)	3	103
Nitrous Oxide (N_2O)	1	154
Hydrofluorocarbons (HFC)*	2	5,381
Total	68,243	73,875

*Hydrofluorocarbon 134a, 404a, and 410a

Baseline GHG emissions

While the Company has performed a GHG inventory annually since 2008, WSI has chosen fiscal year 2019, a 52-week year ending on February 2, 2020, as the base year for Scope 1 and 2 emissions in order to establish the baseline emissions for our Science-Based Target. Our public Science-Based Target is aligned with and approved by the Science-Based Target Initiative. Our target for emissions reduction is 50% reduction in Scopes 1 and 2 market-based emissions, and 14% reduction in Scope 3 emissions by 2030.[2]

WSI will use the baseline GHG inventory to compare against future years' inventories. Changes in inventory methodology, boundary conditions (operational or organizational), or the facility portfolio will be tracked against the 2019 inventory and re-baselining will be completed if needed. No changes were made to the base year inventory during fiscal 2025.

The Company considers various factors in determining when it is appropriate to recalculate the base year. The table below lists several change conditions and the necessary baseline adjustment actions. In accordance with the GHG Protocol, WSI has established a base year emissions recalculation significance threshold of 5% in cumulative Scope 1 and Scope 2 emissions to any material change including improvements in accuracy of emissions factors or activity data, inventory boundary, calculation methods and methodology, discovery of errors or a number of cumulative errors, or any other relevant factors. This 5% threshold also applies to the restatement of combined Scope 1 and 2 emissions for any reporting year. The below table summarizes WSI's recalculation policy.

Change Condition	Baseline Adjustment Action
Change in calculation methods and methodology	Adjust the baseline
Discovery of significant errors	Adjust the baseline
Organic growth: • Increase in production output	No baseline adjustment.

[2] Scope 3 GHG emissions and related targets, goals, and forward-looking statements related to Scope 3 GHG emissions were not subject to review by Deloitte & Touche LLP and, accordingly, Deloitte & Touche LLP does not express a conclusion or any form of assurance on such information.

• Changes in product mix resulting in increased emissions • Opening of new locations or operating units Organic decline: • Decrease in sales and locations output • Changes in product mix resulting in decreased emissions • Closing of plants or operating units	
Acquisition of a location that existed during the base year	Add the new facility’s base year emissions to overall entity base year emissions. Use actual data if available, otherwise back-cast missing years data after obtaining three years of actual data and their emissions trend.
Acquisition of facility that did not exist during the base year Divestiture of a facility that existed during the base year	No baseline adjustment. Subtract the divested facility’s emissions from overall entity base year emissions.
Divestiture of a facility that did not exist during the base year	No baseline adjustment.
Transfer of ownership/control of emissions sources	Transfer of operational control to WSI (e.g. in-sourcing) should be treated the same as an acquisition, while transfer of operational control away from WSI (e.g. out-sourcing) should be treated the same as a divestiture. Increased ownership should be treated the same as a new acquisition, decreased ownership should be treated the same as a divestiture.

Methodology

WSI utilizes Anthesis Intelligence to assist with its GHG emissions calculations. Energy consumption is the underlying data that WSI uses to calculate Scope 1 and Scope 2 emissions. To calculate Scope 1 and 2 emissions, WSI gathers energy consumption data in the following manner: WSI receives a data download of energy consumption data for retail and non-retail (call centers, offices, data centers, distribution centers, and warehouses) locations tracked through NUS Consulting’s database. NUS Consulting is a global consultancy providing energy data, procurement, risk, and emissions management solutions. Energy data for international office locations is entered manually into a web-based platform. For some non-retail locations (i.e., offices where utility data is provided by the landlord), monthly or annual energy consumption amounts for electricity, onsite fuel and, if applicable, transport fuel consumption and costs data are internally collected and manually uploaded. Jet fuel consumption is estimated based on information on the nautical miles and jet type.

In cases where the availability of information is limited (approximately 20-25% of retail locations, where utilities are included in the lease agreement), we use estimation procedures to keep the inventory estimate as accurate and transparent as possible. For all buildings without utility data, floor area, building type, and U.S. government benchmarks are used to estimate electricity usage. Utilizing the resulting estimations, electricity consumption values are directly multiplied by the corresponding CO_2e emission factor for each location.

After WSI collects the underlying energy data, GHG emissions are calculated as outlined below.

GHG emission factors

The CO_2e emissions associated with the activities noted above have been determined by energy consumed multiplied by relevant GHG emission factors and a Global Warming Potential (GWP). The table below indicates the relevant emission factors applied to current inventories. GWP values recommended in the Intergovernmental Panel on Climate Change (IPCC)'s Sixth Assessment Report (AR6) have been used.

<table>
<tr><td colspan="7">IPCC AR6 GWP Values</td></tr>
<tr><td>CO_2</td><td colspan="6">1</td></tr>
<tr><td>CH_4</td><td colspan="6">29.8</td></tr>
<tr><td>N_2O</td><td colspan="6">273</td></tr>
<tr><td>HFC-134a</td><td colspan="6">1,530</td></tr>
<tr><td rowspan="2">HFC-404a

HFC-404a is a refrigerant blend composed of 52% HFC-143a, 44% HFC-125, and 4% HFC-134a</td><td colspan="6">HFC-404a
4,728</td></tr>
<tr><td colspan="2">HFC-143a
5,810</td><td colspan="2">HFC-125
3,740</td><td colspan="2">HFC-134a
1,530</td></tr>
<tr><td rowspan="2">HFC-410

HFC-410 is the average of HFC-132 and HFC-125</td><td colspan="6">HFC-410
2,255.5</td></tr>
<tr><td colspan="3">HFC-132
771</td><td colspan="3">HFC-125
3,740</td></tr>
</table>

Emission Source	**Emission Source Type**	**Emission Factor Employed**
Scope 1		
Scope 1 – Global	Natural Gas	Australian NGAF 2025 – Natural gas distributed in a pipeline – Gaseous fuels – m3/gigajoule – Scope 1 (AR6) EPA 2025 – Stationary Combustion – Natural Gas – mmbtu (AR6) EPA 2025 – Stationary Combustion – Natural Gas – scf (AR6)

		Defra 2025 – Fuels -- Gaseous Fuels -- Natural Gas – m3 MASE 2025 – Gas naturale (metano) – m3
Scope 1 – Global	Gasoline	EPA 2025 – Petroleum Products – Motor Gasoline -- Petrol (Average Biofuel Blend) – gallon
Scope 1 – Global	Diesel	EPA 2025 – Petroleum Products – Distillate Fuel Oil No 2 – Diesel (Average Biofuel Blend)
Scope 1 – Global	Propane	EPA 2025 – Stationary Combustion – Petroleum Products – Propane – gallon (AR6) Defra 2025 – Fuels – Gaseous Fuels – Propane – Tonne
Scope 1 – Global	Jet Kerosene	Defra 2025 – Fuels – Liquid Fuels – Aviation Turbine Fuel -- L
Scope 1 - Global	Refrigerants	IPCC AR6 WG1 Chapter 7 Supplementary Material Emissions for R-134a Emissions for R-404a Emissions for R-410a
Scope 2, location-based		
Scope 2 - Global	Chilled Water	Ecoinvent – Cooling – Purchased Energy -- Market for cooling energy, GLO, Ecoinvent 3.8 2021-- MJ
Scope 2 – China, Indonesia, India, Italy, Philippines, Portugal, Singapore, Vietnam, Turkey, Puerto Rico	Electricity	International Energy Agency (IEA) Electricity Emissions Factors 2025 (data through 2023)
Scope 2 – Canada	Electricity	Environment Canada 2025
Scope 2 – US	Electricity	EPA eGRID 2025 (2023 data)
Scope 2 – UK	Electricity	UK Government GHG Conversion Factors for Company Reporting 2025 (DEFRA)
Scope 2 – Australia	Electricity	NGAF (2025) Table 1 Scope 2 Electricity – Australia
Scope 2, market-based		
Scope 2 – US	Electricity, Market-based	Green-e Residuals 2025 (2023 data)
Scope 2 – UK, Italy, Portugal	Electricity, Market-based	AIB (2025)
Scope 2 – Canada	Electricity, Market-based	Environment Canada 2025

Scope 2 - Australia	Electricity, Market-based	Australian National GHG Factors 2025
Scope 2 – China, India, Indonesia, Philippines, Singapore, Vietnam, Turkey, Puerto Rico	Electricity, Market-based	International Energy Agency (IEA) Emissions Factors 2025 (data through 2023)

Deloitte & Touche LLP
555 Mission Street
Suite 1400
San Francisco, CA 94105
USA

Tel:+1 415 783 4000
www.deloitte.com

INDEPENDENT ACCOUNTANT'S REPORT

To the Board of Directors and Management of Williams-Sonoma, Inc.:

We have reviewed management of Williams-Sonoma, Inc.'s (the "Company") assertion that the Fiscal Year 2025 Statement of Greenhouse Gas ("GHG") Emissions (the "Statement") for the fiscal year ended February 1, 2026, is presented in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), published by the World Resources Institute/World Business Council for Sustainable Development (the "GHG Protocol" or "Criteria"). The Company's management is responsible for its assertion. Our responsibility is to express a conclusion on management's assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA). Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to the Statement in order for it to be presented in accordance with the criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the Statement is presented in accordance with the criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The procedures we performed were based on our professional judgment. In performing our review, we performed analytical procedures, inquiries, and other procedures as we considered necessary in the circumstances. For a selection of the information included in the Statement, we performed tests of mathematical accuracy of computations, compared the specified information and disclosures to underlying records, or observed the data collection process.

The preparation of the information included in the Statement requires management to interpret the Criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect the reported information. Measurement of Scope 1 and Scope 2 GHG emissions may include estimates and assumptions that are subject to substantial inherent measurement uncertainty, including, for example, the accuracy and precision of GHG emission factors or estimation methodologies used by management. Obtaining sufficient appropriate review evidence to support our conclusion does not reduce the inherent uncertainty in the amounts, disclosures, and metrics in the Statement. The selection by management of different but acceptable measurement methods, input data, or model assumptions, or a different point value within the range of reasonable values produced by the model, may have resulted in materially different amounts, disclosures, or metrics being reported.

Information outside of the Statement was not subject to our review and, accordingly, we do not express a conclusion or any form of assurance on such information. Further, any information relating to periods prior to the fiscal year ended February 1, 2026, or information relating to forward-looking statements, goals, and progress against goals, was not subject to our review and, accordingly, we do not express a conclusion or any form of assurance on such information.

Based on our review, we are not aware of any material modifications that should be made to the Fiscal Year 2025 Statement of GHG Emissions for the fiscal year ended February 1, 2026, in order for it to be presented in accordance with the criteria.

Deloitte + Touche LLP

July 29, 2026

Independent Limited Assurance Statement

GHG Emissions Inventory Assurance: Williams-Sonoma, Inc.

To the Board of Directors, Management, and Stakeholders of Williams-Sonoma, Inc.:

Optera, a Green Project company, has been engaged to provide independent limited assurance on the Scope 3 greenhouse gas (GHG) emissions inventory of Williams-Sonoma, Inc. for the fiscal year ended February 1, 2026. This assurance statement applies solely to the information within the scope of our engagement, as defined below.

Responsibilities

Williams-Sonoma, Inc.'s Responsibility:

Williams-Sonoma, Inc. is responsible for the preparation and fair presentation of its GHG emissions inventory in accordance with the World Resources Institute (WRI), World Business Council for Sustainable Development (WBCSD), Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard, and the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. This includes the design, implementation, and maintenance of internal controls relevant to the preparation of an inventory that is free from material misstatement.

Optera's Responsibility:

Optera's responsibility is to express a limited assurance conclusion on whether the GHG emissions inventory is fairly stated, in all material respects, in accordance with the applicable criteria. We conducted our engagement in accordance with:

- International Standard on Assurance Engagements (ISAE) 3000 (Revised), and
- ISAE 3410: Assurance Engagements on Greenhouse Gas Statements, as issued by the International Auditing and Assurance Standards Board (IAASB).

Scope and Boundaries

Organizational Boundary: Operational control, as defined by the GHG Protocol

Period covered by GHG emissions: Williams-Sonoma, Inc. fiscal year 2025: 2/3/2025-2/1/2026

Geographic Boundary: Global operations

Emissions Types Assured:

- Scope 3: Other indirect emissions, comprising the following categories:
  - Category 1: Purchased goods and services
  - Category 2: Capital goods
  - Category 3: Fuel- and energy-related activities
  - Category 4: Upstream transportation and distribution
  - Category 5: Waste generated in operations

- Category 6: Business travel
- Category 7: Employee commuting
- Category 9: Downstream transportation and distribution
- Category 11: Use of sold products
- Category 12: End-of-life treatment of sold products
- Category 14: Franchises

GHG Types: CO_2, CH_4, N_2O, HFCs

Assurance Methodology

Our limited assurance procedures included:

- Review of documented processes, methodologies, emission factors, and calculations
- Interviews with key personnel responsible for data management
- Examination of data sources and sample-based testing of GHG activity data and calculations
- Cross-check of emission factors with authoritative sources (e.g. EPA, DEFRA, IEA, IPCC)
- Assessment of consistency in the application of calculation methodologies
- Assess the mathematical accuracy of the GHG emissions calculations for the fiscal period.

The assurance was performed using a materiality threshold of 5% per emissions category. This limited level of assurance is designed to identify material misstatements and is less extensive than a reasonable assurance engagement.

Inherent Limitations

GHG quantification is subject to inherent uncertainty due to scientific limitations in measurement and the use of estimates. As such, this assurance engagement does not guarantee the complete accuracy of the emissions data.

This limited assurance engagement relies on a risk-based selected sample of sustainability data and the associated limitations that this entails. The reliability of the reported data is dependent on the accuracy of metering and other production measurement arrangements employed at the site level, not addressed as part of this assurance. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Conclusion

Based on the verification methodology and activities described above, there is no evidence that Williams-Sonoma, Inc.'s fiscal year 2025 GHG emissions assertions are not:

- Founded upon appropriate systems for the collection, aggregation and analysis of quantitative data for determination of scope 3 (other indirect) emissions;
- Correct at a *limited* level of assurance;

- Meets the minimum level of accuracy of at least 95 percent;
- Accurate, materially correct, and a fair representation of GHG emissions information; and
- Prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

It is Optera's opinion that Williams-Sonoma, Inc. has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

Statement of Independence and Competence

Optera, a Green Project company, is a consulting and software services company that specializes in technical analysis and innovation for efficiency and renewable resources. Optera has considerable experience in the development, reporting and verification of GHG emissions information for industrial, utility, municipal and corporate clients. We confirm that we have no conflicts of interest and have acted independently in the execution of this engagement.

Ty Colman

Lead Verifier

7/16/2026

This assurance statement, including the opinion expressed herein, is provided to Williams-Sonoma, Inc. and is solely for the benefit of Williams-Sonoma, Inc. in accordance with the terms of our agreement. We consent to the release of this statement by Williams-Sonoma, Inc. to the public or other organizations but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this statement.

Appendix A. Verified FY 2025 Scope 3 GHG Emissions Inventory

The table below presents the same verified FY 2025 Scope 3 inventory with a single value per category. Where Williams-Sonoma, Inc. reports a category under the market-based method, the market-based value is presented and marked with an asterisk. All other values are location-based.

Scope 3 Category	Quantity (mtCO2e)
Category 1: Purchased goods and services	1,367,180
Category 2: Capital goods	28,580
Category 3: Fuel- and energy-related activities	11,360*
Category 4: Upstream transportation and distribution	379,273
Category 5: Waste generated in operations	19,973
Category 6: Business travel	2,810
Category 7: Employee commuting	27,482*
Category 9: Downstream transportation and distribution	198,458
Category 11: Use of sold products	269,832
Category 12: End-of-life treatment of sold products	106,472
Category 14: Franchises	4,491

** Market-based value.*